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E 2, IMPDET CL. BY: ..

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14-00000

1 2 JUN 1973

Dear Joseph,

Please accept my appreciation for an assignment well done as a member of the FY 1978 GS-07 Secretarial/Clerical DO Personnel Evaluation Boards from 17 April through 19 May 1978.

I well recognize the complexities involved in the comparative evaluation of 500 clerical careerists -- a task further complicated by this being only the second year it has been undertaken. Your deliberations were vital to the Directorate's determination to bring to this group of valuable employees the advantages of the merit system.

Full-time service with the Evaluation Boards represents a major contribution to the Directorate's program of personnel assessment and management. Not only were your promotion recommendations valued, but recommendations for career development and training were also extremely helpful.

I believe that your service on the Board broadened and sharpened your own focus on personnel aspects of Agency management. Too, I think that the time spent in this endeavor could only have made you better aware of our need for complete, careful and candidly written appraisals of our employees.

Sincerely,

Deputy Director for Operations

CONFIDENTIAL

28 APR 1979

MEMORANDUM FOR: Chief, CI Staff

4 1 4

14-00000

SUBJECT : Recommendations by the GS-13 FY 78 Evaluation

Board Regarding PDP

Having carefully reviewed all personnel files of GS-13 personnel, the FY 78 DO Personnel Evaluation Board recommended that the following officer be identified in his division's Personnel Development Plan (PDP). This individual was selected because of his relatively high potential, in the estimation of the Evaluation Board, for growth to positions of leadership within the Agency.

Category BOS

Joseph Piccolo

Vice Chairman, CMS/13

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11 6/4 1373

MEMORANDUM FOR: Joseph S. Piccolo

SUBJECT Quality Step Increase

1. My congratulations on the award to you of a Quality Step Increase. This recognition of superior sustained performance reflects great credit on you and the job you have been-doing.

2. I am confident that your future performance will be of continuing high quality.

With personal best wishes,

John N. McMahon
Deputy Director for Operations

E2 IMPDET CONFIDENTIAL

14-00000

23 February 1978

MEMORANDUN	f FOR:	Director of Personnel
FROM	:	Wesley L. Laybourne A/Chairman, DO Personnel Evaluation Boards
VIA	:	Chief, Career Management Staff
SUBJECT	:	Recommendation for Quality Step Increase for Joseph S. Piccolo (CI)
		•
as tours at Head was promoted to 2. Mr. Pi	quarter GS-13 eccolo ha	officer in Mexico, and as well as in LA Division and currently on the CI Staff. He on 4 February 1973. as performed in a strong to outstanding manner described in his fitness report covering the period per 1977.
has resulted in a		
He also was call	ed upon	to support Clactivities r
		nd "he executed these
		nlar degree of professionalism. 'He recently also the Station
organizež and ra		fort "as an outstanding contribution." During the
		period he participated in two
and		ecause of this experience he was recently named
to head another (in the future.
	view of	the Fiscal Year 1978 GS-13 DO Personnel
Evaluation Board	that Mr	r. Piccolo has performed in a sustained high
		e normal requirements of his position and that
		rmance promises to continue. He is, therefore,
recommended for	a Quali	ity Step Increase.

Wesley L. Laybourne

CONFIDENTIAL

CONFIDENTIAL

SUBJECT: Recommendation for Quality Step Increase for Joseph S. Piccolo (CI)

CONCUR:

14-00000

Chief, CI Staff Date

APPROVED:

Director of Personnel Date

CONFIDENTIAL

MIMORANIAM FORE Joseph S. Piccolo

SUBJECT : Acknowledgment of Fvaluation Board Functional Category

RETERENCE : Evaluation Board Precepts for Your Grade

1. Based upon an examination of your past assignments and duties, and after considering likely future assignments, you have been placed (subject to your signature below) in the functional category—B/OS for Evaluation Board purposes. Precise definitions of this category are contained in the Evaluation Board precepts for your grade. This placement is made in order that your performance, growth potential, and career planning may be judged against officers similarly placed professionally. YOU ARE URGED TO STORY THE PRECEPTS AND CONSIDER YOUR OWN CASE CAREFULLY.

- 2. In general, you should consider the following;
 - a. Categories are sharply defined. Competition is within categories, not between them. Thus, a weak B/OG performance is not strengthened by reclassifying it as B/OS.
 - b. A change in category after sustained performance in a different category may cause a temporary loss of momentum in your career advancement until you-have demonstrated proficiency in your new assignment.
 - c. A category change should not be initiated for the period of a temporary, training or rotational assignment unless a permanent change of career track will follow.
- 3. If you believe that this is not the correct category for you because the substantive nature of your job more closely approximates another category or because you have made a permanent change of career track, please take the matter up through your command channel to secure the concurrence of your component of assignment or of your home base component, as appropriate, to a change of your category. Previously assigned and acknowledged categories will remain in effect until a fully executed acknowledgment of change is received by the Career Management Staff.
- 4. Please sign and date this notification in the space provided and return it to your Personnel Evaluation and Management Officer or to your Personnel Officer.

ACENOWLEDGED:

Signature of Addressed

20 Nov 77

Date

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Mexico City October 1977

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MEMORANDUM FOR THE RECORD:

officials join station in extending appreciation to Joseph Piccolo for his outstanding contribution to the current task of moulding the KDSLEUTHS into an effective counterintelligence organization.

Their high degree of enthusiasm was matched only by the professional way in which they prepared their instruction material, the ingenuity of their delivery, and above all the high impact that they had on the students and their superiors.

Wish to complement the above two colleagues for a job well done and for having upheld in their own respective fields the high standards and prestige of the Agency in our eyes and in those of our

Request that a copy of this cable be placed in their respective personnel files.

CONFIDENTIAL

27 October 1977

MEMORANDUM FOR: Career Management Staff

SUBJECT

14 00000

Request for Change of Career Designation to B/OS-Operational Specialist from B/OG-

Operational Generalist

- 1. It is requested that my career designation be changed to B/OS-Operational Specialist from that of B/OG-Operational Generalist. It is believed that the career activities and recent events described below clearly meet the criteria set forth in the Career Service Personnel Evaluation System Handbook.
- 2. In July 1977, I changed my home base from Latin America Division to the Counterintelligence Staff. This change of home base was precipitated by the cancellation of a planned overseas tour in Latin America which was scheduled to begin in July 1977. The cancellation of the tour was caused by publicity accorded me by Philip Agee and Counterspy Magazine.
- 3. The following is a career summary noting Operational Specialist related activities only:

January 1976 - Present	CI Staff
August 1973 - August 1975	
	Station, (Spanish language)
August 1972-June 1973	
	Base, for a Special
	Project language)
February 1969-December 1969	Liaison Officer, Headquarters Latin America Division/Cuban
April 1908-January 1969	Station, (Spanish language)
August 1962-August 1965	Counterintelligence Section, Headquarters, Latin America Division, Cuban Task Force exploiting two intelligence
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4. Based on the above history and more recent activities since joining the CI Staff, I believe my career development and potential will be better realized as an Operational Specialist.

Joseph S. Piccolo Jr

CINCAR:

14 00000

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 THE KDSLEUTHS INTO AN EFFICIENT AND EFFECTIVE COUNTERINTELLIGENCE CRGANIZATION.
- 2. THE IR HIGH DEGREE OF ENTHUSIASM WAS MATCHED ONLY BY THE PROFESSIONAL WAY IN WHICH THEY PREPARED THEIR INSTRUCTION MATERIAL. THE INSENDITY OF THEIR DELIVERY, AND ABOVE ALL THE HIGH IMPACT THAT THEY HAD ON THE STUDENTS AND THEIR SUPERIORS.
- 3. WISH TO COMPLEMENT THE ABOVE TWO COLLEAGUES FOR A JOB WELL DO NE AND FOR HAVING UPHELD IN THEIR OWN RESPECTIVE FIELDS THE HIGH STANDARDS AND PRESTIGE OF THE AGENCY IN OUR EYES AND IN THOSE OF OUR

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^{4.} REQUEST THAT A COPY OF THIS CABLE BE PLACED IN THEIR RESPECTIVE PERSONNEL FILES.

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MEMORANDUM FOR: Deputy Director for Operations

SUBJECT

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Appointment of Mr. Joseph S. Piccolo, GS-13, as Deputy Chief of Station,

1. The appointment of Mr. Joseph S. Piccolo, GS-13, as Deputy Chief of Station, effective on or about 15 September 1973 is recommended. Mr. Piccolo would be replacing Mr. Ralph G. Seehafer.

2. Mr. Piccolo entered on duty with the Agency in February 1957. His Agency employment has been exclusively in the Western Hemisphere Division with field tours in Mexico City and _____ He is currently serving in as Chief of our FI Section. Mr. Piccolo has a very good command of the Spanish language.

3. A Biographic Profile, including information regarding his Agency employment and training, is attached.

> Acting Chief Western Hemisphere Division

Attachment:

Biographic Profile (Part I and Part II)

The fecommendation in Paragraph 1 is APPROVED:

Deputy Director for Operations

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MEMORANDUM FOR: Chairman, CS-12, CS Evaluation Board

SUBJECT: Recommendation for Promotion to GS-13, Joseph S. Piccolo

1. Mr. Joseph S. Piccolo entered on duty with the Agency in February 1957 as a file clerk. He progressed rapidly from that position to that of Intelligence Assistant and subsequent acceptance into the Agency Junior Officer Trainee Program. In addition to Headquarters assignments he has served as operations officer in Mexico City Station (1965-1968) and Managua Station (1968-1969). Since February 1970 he has been assigned to ______ Station, Base ______ where he is serving on an extension of tour until June 1973. He has been in grade GS-12 since September 1968.

2. M. Piccolo has been consistently evaluated as a very Strong porformer in his current grade and this in a variety of assignments which have progressed upwards in responsibility and have included field FI and liaison responsibilities. Headquarters desk officer and liaison officer; up to his current assignment as senior officer in charge of one of the Station's major operational programs, and operations including direct handling of the Station's most sensitive

He has been evaluated by the

Base Chief as the most mature, dependable and competent
case officer at the Base. He has excelled in the handling
of intricate sensitive operations where the
highest professional standards are demanded. He carries
a very heavy work load lightly and is a prodigious contributor
in both operational and information reporting. His performance
as a supervisor has been characterized by conscientiousness,
a good sense of detail, perceptiveness, fairness and firmness.
Two Chiefs of Station have emphatically endorsed the very

Services as Califil

high evaluation placed on Mr. Piccolo's performance. His current COS has especially commended him on his handling of a complex current case involving ______ in which Mr. Piccolo has demonstrated an unusual grasp of detail, excellent judgment, poise under pressure, and extraordinary stamina. The COS has stated that Mr. Piccolo is already performing well above the GS-13 level.

- 3. Several supervisors have commented on Mr. Piccolo's quiet unassuming personality which belies the intensity with which he approaches his work. Underlying the quiet manner it has been noted that he is tough-minded and aggressive in his agent handling and exploitation and is highly experienced and skilled in the basic craft of the intelligence business. He is linguistically talented and can function in both the Spanish and Portuguese languages. He has had the basic Agency operations courses including some in technical operations. He is also an intelligent supervisor with a capability for lighting fires under his charges when necessary. He is highly respected and appreciated by all his colleagues and though he maintains a low-profile he moves easily in his
- 4. Mr. Piccolo has already proven his ability to perform at the next highest grade. Most supervisors have emphasized his potential for assuming ever increasing responsibilities. He has realized this potential with each succeeding assignment and particularly in his current one. He fits both the general and specific criteria for promotion. He has shown himself in possession of the requisite qualities of reliability, scriousness of purpose, imagination, and dedication. He has personally applied the specifics of his profession in a successful manner and has demonstrated his ability to supervise and inspire others in their application as well.
- 5. Mr. Piccolo's request for a one-year extension of his current tour has been approved. At the culmination of that period an appropriate assignment will be arranged for him commensurate with the Agency's needs, his desires and the continued furtherance of his career.

6. It is hereby strongly recommended that Mr. Piccolo be promoted from GS-12 to GS-13.

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Theodore G. Shackley
Chief
Western Hemisphere Division

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BUT HE IS A STRONG, VERY STRONG, OFFICER. HIS ABILITY TO HANDLE THE MOST DIFFICULT DETAIL SHOULD NOT DETRACT FROM HIS OVERALL CAPABILITIES. HE IS SOUND AS A ROCK, AND MERITS A PROMOTION, WHICH IS RECOMMENDED BY THE COS.

LESTER T. ARKLEIGH

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OFFICE OF THE DIRECTOR

Learning Registry

TREASURY DEPARTMENT

UNITED STATES SECRET SERVICE

WASHINGTON, D.C. 20226

August 1, 1968

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The Honorable
Richard M. Helms
Director
Central Intelligence Agency
McLean, Virginia

Doar Dick:

As you know, the President and Mrs. Johnson visited Managua, Nicaragua on Monday, July 8, 1968, upon their return from the San Salvador Conference.

Assistant to the Special Agent in Charge Ronald M. Pontius of the Presidential Protective Division, has informed me that Mr. Joseph Piccolo and Mr. Carl Jenkins were of particular assistance in establishing and coordinating the relations with the Nicaraguan security organizations, and President Somoza's staff. Mrs. Elizabeth Jenkin's assistance as an interpretor was also greatly appreciated.

Personally and on behalf of the United States Secret Service, I wish to extend my sincere appreciation and thanks to the above mentioned personnel for the capable and professional manner in which they performed their duties.

Sincerely,

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James J. Rowley

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MEMORANDUM FOR: Secretary, CS/CS Panel (Section 8)

SUBJECT

Recommendation for Promotion to Grade GS-12--Mr. Joseph S. Piccolo

1. It is recommended that Mr. Joseph S. Piccolo be promoted to the grade of GS-12. Mr. Piccolo has been in grade as a GS-11 since September 1966 and is presently serving as an operations officer at Managua, Nicaragua.

- 2. Mr. Piccolo is a promising young officer who first entered the Agency in 1957 as a clerk in Agency Records section (RI). He also did a tour in the Records Section of the Mexico City Station. After a short separation for military service, Mr. Piccolo returned to the Agency and later was appointed to the Junior Officer Training Program. Since his completion of that program he has served in Headquarters and Mexico City as an operations officer prior to his assignment to Managua in March of 1968.
- 3. Mr. Piccolo has consistently received high ratings from his superiors in the field and at Headquarters. He is an active operations officer with a special flair for agent handling. He has a good command of the Spanish language, is a dedicated employee of the Agency and has a great deal of growth potential. Since going to Managua he has been in charge of the Managua Station during the home leave absence of the Chief of Station for a period of almost two months, during which time the Station continued its high level of performance. While this was his first period of his career where he had supervisory responsibility, he did show himself to have ability in this area and is a further indication of his growth potential.

William V. Broe Chief

Western Hemisphere Division

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26 May 1967

Jearph Sticedo

MEMORANDUM FOR:

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Chief of Station, Hexico City

SUBJECT

14 00000

Notification of Designation as a Participant in the Organization

Retirement and Disability System

REFERENCE

: Book Dispatch 5096 dated 12 August 1965

1. You have been found to be qualified as a participant in the Organization Retirement and Disability System and have been so designated effective 7 May 1967

- 2. Although such designation under present statutes is viewed favorably by most persons, the regulation governing this retirement system gives the individual the right to appeal such a determination if he deems the designation adverse to his best interests. In order that this technical requirement may be satisfied, you are hereby notified of your right to appeal. An appeal with reasons therefore must be received in Headquarters within 60 days of the date of this memorandum or acceptance of designation will be assumed. Any questions that you may have in connection with your designation that cannot be answered by referring to referenced Book Dispatch should be forwarded to Headquarters.
- 3. We believe that the benefits of the Organization Retirement System are superior to the benefits of the Civil Service Retirement System. However, there are a few situations in which an employee at the time of retirement may have so many years of service (almost 37) that he would receive a higher annuity under the Civil Service System. Because of this, the policy decision has been made that a participant in the Organization System who would receive a higher annuity under the Civil Service System may, not later than one year prior to his retirement, apply to be removed from our system and transferred to the Civil Service System. Thus, you should not anticipate this contingency as a factor in deciding whether you regard your designation as a participant adverse to your best interests.

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JUL 1986

NEMORANDUM FOR: Secretary, CS/CS Panel (Section B)

Recommendation for Promotion to Grade GS-11, SUBJECT

Joseph S. Piccolo

1. It is recommended that Joseph S. Piccolo be promoted from GS-10 to GS-11. Subject has been stationed in Mexico City since April 1965.

- Chief of Station, Moxico City stated in his recommendation for promotion of Piccolo that Subject has been an unusually productive officer since his arrival in Mexico City. He is capable of carrying a large workload. He has initiative and drive and the quality of his work is uniformly excellent. His command of Spanish has enabled him to handle agents in that language without any difficulty. He has the ability to handle agents of widely varying ages and social levels. ability to make himself at once liked and respected has contributed to make him an excellent agent handler. He has put to good use the professional training he received as a member of the JOT program.
- The latest Fitness Report submitted on Subject dated 1 June 1966 gives subject an Outstanding in Agent Handling and an overall performance of Strong. This Fitness Report states that every operation assigned to Subject has shown marked improvement under his tutelage, that his operational reporting is exemplary, and that he has won the admiration and respect of his colleagues and agent assets alike. The Rating Officer states that he has never served with a more promising young case officer in his 18 years of KUBARK experience. Promotion of this officer is fully endorsed by the undersigned.

Chief,

Western Hemisphere Division

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MEMORANDUM FOR: CS/CS Panel C

SUBJECT

Proposed Nomination for Promotion to GS-10 Mr. Joseph S. Piccolo

- 1. Mr. Piccolo's work since completion of the Career Training Program has been reflected in a series of progress reports.
- 2. At this time, in view of his pending transfer and my own, I should like to recommend him for promotion. His performance to date merits it.
- 3. As I have stated in his fitness reports and in recommending him for the Carour Training Program, Mr. Piccolo already is a capable operations officer and has unusual potential. His experience, common sense and flair for operations make him even now the equal of most officers who are serving in grades considerably higher than his.

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William V. Broe Chief,
Western Hemisphere Division

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SELMENT!!

27 JUN 1963

MEMORANDUM POR: Joseph S. Piccolo

THROUGH : : Chairman/CS Panel/Section D

SUBJECT t Application for Junior Officer Training Program

1. I am pleased to inform you that you have been accepted for the JOTP in the class of January 1964. Let me congratulate you and wish for you the maximum profit and pleasure from your proposed training.

- 2. You will remain in your present component until shortly before the beginning of the Integrated Training Progress. At that time you will be reassigned.
- 3. Should you have any further questions, do not besitate to call on Program staff members.

151

MATTHEW BAIRD Director of Training

cc: Chairman/CS Panel/Sec. D

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6 March 1963

MEMORANDUM FOR: Secretary, Clandestine Services Career

Service Panel

SUBJECT

3.3

: Recommendation for Promotion of Mr.

Joseph S. Piccolo .

1. It is recommended that Mr. Joseph S. Piccolo be promoted from GS-7 to GS-8. He has been in grade GS-7 since 19 July 1960 and was assigned to what is now the Special Affairs Staff (formerly Task Force W) on 27 August 1962.

- 2. As long ago as 16 June 1960 when he was a GS-6 Mr. Piccolo was considered to have merited promotion to GS-9, but an Agency policy precluding multiple grade promotions prevented his being considered for G8-9 at that time. He was promoted to GS-7 on 19 July 1960. On 4 May 1961 Mr. Piccolo was recommended for promotion to GS-8 at a time when he was expected to leave the Agency in order to comply with his obligation for military service. The recommendation was not approved on the grounds that promotion spaces were limited. Mr. Piccolo served in the Air Force between 4 October 1961 and 27 August 1962 when he returned to the Agency and began working in the CI Branch of the Special Affairs Staff.
- 3. Mr. Piccolo has demonstrated an aptitude for CI and FI operations and is one of the most promising younger men in the CI Branch. His performance since returning from military service has been superior in all respects.

4.	I am	happy to recommend Mr.	Piccolo for promotion.
	. :		Hand of Sevenom
	ì		Margia ~
	1 .		Harold F. Swenson
			C/SAS/CI
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Recommend Approval:

Desmond FitzGeral

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Director of Personnel Control Intelligence Agency 2430 REW Street H.W. Linchington 25, D.C.

Dram Sirs

In accordance with the instructions I received upon departing the Agency for Military Duty, I hereby apply for reinstatement with the Agency, effective 27 August 1962. By Unit is scheduled for discharge on 24 August 1962.

Since I Combar 1961, I have been serving on active duty with the United States Air Force in the 121st Taction! Fighter Squadron which is a part of the 113th Taction! Fighter bing, and have been stationed at Andrews AFS, Washington, D.C. with the exception of several TDY trips as noted below. I have not left the continental limits of the United States in this term of Active Duty.

16 Cct 61 to 3 Nov 61 Nollis AFB, Las Veges, Nevada
27 Nov 61 to 2 Dec 61 Myrtle Beach AFB, Myrtle Beach, S.C.
12 Feb 62 to 17 Mer 62 Myrtle Beach AFB, Myrtle Beach, S.C.
2 May 62 to 11 May 62 Robins AFB, Marner-Robins, Ga.

My duties have been as an Administrative Specialist, first in the Unit Maintonance Section than in the Unit Orderly Room, with an additional duty of acting First Surgeant and Disaster Control NOSIC.

My financial situation dictates that I return to gainful employment at the excliest possible date, ergo the request for 27 August 1962. However, the need to attend to attend to seem personal affairs will require that I be absent from bashington D.C. for the week of 3 through 7 September 1962. Therefore, if at all possible, I would like to be placed on five (5) days of advanced annual leave for 3 through 7 September or five days LMOF. If neither of the two aforementioned requests can be granted, then I request reinstatement effective 10 September 1962.

I do not enticipate any further travel irum the heatington D.C. eros prior to my release from active duty and will be evaluable for personal interview if desired. I may be contacted at the following address and phone number:

SECT Joseph S. Fiscolo AF22928914 121st Tactical Fighter Squadron Acress AFB, Machington 25, D.C. Tel: 981-3218

Yours Sincerely,

Joseph & Piccole

(00%)

At in

SEGT Joseph 3. Ficcole AP22928914 121st Tactical Pighter Squadron Andrews Air Force Base Washington 25, D. C.

Dear Mr. Piccolos

This will acknowledge the receipt of your letter dated 17 January 1962 regarding your unpaid annual leave.

We have been advised by our payroll office that a check for your unpaid annual leave will be mailed to you on 16 February 1962, in accordance with your request.

Very truly yours,

Charles and a Collection

H. F. Heggen Office of Personnel

Distribution: O-Addressee 1-OPF 1-C/BSD 1-EGB Reader

OP/BSD/ERDougherty:lab (24 Jan 62)

121st Tactical Fighter Squairon Andrews Air Force Base Washington 25, D.C. 17 January 1962

Director of Farmonnel Central Intelligence Agency 2430 "E" Street N.W. Washington, D.C.

Dear Sire

On 4 October 1961 I separated from the Agency as I was called to active duty with the United States Air Force in the defense mobilization. I left my annual leave, sick leave, and retirement accounts in escrow status as I planned to return to the Agency upon release from the military. I still intend to return to the Agency. However, I would now like to be paid in coin of the realm for the amount of annual leave which I left in escrow. It is further requested that my sick leave and retirement accounts be maintained on an escrow status.

Please forward correspondence on the above to the following address:

SSGT Joseph S. Ficcolo AF22928914 121st Tactical Fighter Squadron Andrews Air Force Base Washington 25, D.C.

Joseph S. Piccolo

1/2h/02 hims. Detty McMahon silvires me that a check for unpaid annual leave would be mailed to subject on 16 Feb 62. We forwarded thermafax of this letter to Payroll Branch for attention of him this in advortance with her request.

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13 April 1962

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in addition to them?

3 April 1962

Mr. M.P. Pepper Chief, Banefite and Services Division Central Intelligence Amergy Weshington 25, D.C.

Dear Mr. Begren:

Enclosed please find the signed Application for Leave as requested in your letter. Your attention and consideration of this matter in my behalf is greatly appreciated.

Please forward any further correspondence on this matter to my address. at Andrews Air Force Base, Washington D.G.

Foring for an early release from duty and return to the fold, I remain,

Yours Simmerely,

Joseph S. Piccolo

8507 Joseph S. Piccolo, AFT?928911, 121st Tactical Fighter Squadron Andrews Air Force base Washington 25, D. C.

Dear Kr. Piecelo:

We have reviewed your Agency personnel file in connection with your military separation which was effective 4 October 1961.

Our interpretation of Comptroller General rulings indicate that the provisions of Fublic Law 87-378 would proclude any further military leave for employees in your category during the calendar year 1961. However, this is not viewed as erroing your entitlement to military leave in 1962 for this period of active duty.

Our records reveal that you were granted 3 days military leave in October 1961 for this tour of active duty, and accordingly, we believe that you are entitled to an additional 12 days of paid military leave.

We have enclosed an Application for Leave (Standard Form 71) for your signature and return to us. We will complete the form for you and forward it to your effice for their approval.

Very truly yours,

H. F. Heggen Chief, Senefite and Services Division

Standard Form 71	
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Form 1150

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Obsolete Previous Editions

14-51

HLADQUARTELD 110TH TACTICAL FIGHTER WING District of Columbia Air haticaal Guard Andrews Air Force Base, Washington 25, D. C.

V SPECIAL URBERS) NUMBER 228)

13 September 1961

l. By direction of the Provident, the following named Airmon, (ANGUS), are ordered to extended active duty IAM Special Order G-34, Hq Tactical Air Command, Dated 1 September 1961 Involuntary, IAM AFM 45-2, 1 May 1961.

ADB Number: ARS 002.

ADB Number: AMS 002.
ASSIGNMENT: Relieved from 121st Tactical Fighter Squadron (SD), District of Columbia Air Bational Guard, Andrews Air Force Base, Washington 25, D. C. and assigned to 121st Tactical Fighter Squadron (SD), Andrews Air Force Base, Washington 25, D. C., Tactical Air Command, with further assignment 12th Air

REPORTING DATA: Effective-date of entry 1 Cetober 1961. Individuals will proceed to Andrews Air Force Base, Washington 47. D. Coon-effective-date of duty. Report to Commander, 121st Tactical Fighter Squadron (SD), not later than SECO, 1 Cetober 1961.

ORBERAL INSTRUCTIONS: Continuation on active duty is upon successful completion of physical examination to be accomplished as soon as practicable after reporting for duty unless already accomplished. Individuals not successfully completing physical examination will be processed for release LAW APM 35-4. AUTHORITY: Authority confirmed by Public Law 117, 87th Congress; Hq USAF Mossage AFCOF 98401, 31 August 1961 and DAF APOMA Letter 653M, 29 August 1961. TRANSPORTATION: Travel as directed is necessary in the Military Service. Travel by privately caned conveyance with NO days travel time authorised. If privately caned conveyance is not used, travel time will be the time of common carrier used. Transportation of dependents and movement of household goods is not authorized except as specifically provided by AFM 45-2.
FUNDING: AMM PAY & ALMS: 5723500 24P-211 P514 S503725 0100
TRAVEL: 5723500 P534.02 S503725 2132 2290

THEIR

SSgt ARTHUR S JETT SR, AP13476686, PAFUC 431510, DAFSC 431510, (Date of Separations 8 April 1962)(MCR: Box 3224, 300 Belle Fonte Lane, Clinton, Mt)

SSgt HARRY E ENUTSON, AF37562536, PAFSC 70250, DAFLC 70250, (Date of Separation: 12 November 1963) (HuRs 822 Green Street, Alexandria, Va)

SSgt BARRI G MADDEN, AF13463856, PAFSC 431510, DAFSC 431510, (Date of Separations 15 March 1963)(BCR: 7006 Greig St, Apt 28, Washington 27, DC)

SSgt MELVIN O MYERS, AP13535676, PAFUC 431510, DAPSC 431510, (Date of Separation: 1 May 1964) (HOR: 5411 Dumphrey Drive, Masnington 28, BC)

SSgt GRANVILLE R NICHOLS, AF13464103, PAFSC 431510, DAFSC 431710, (Date of Separation: 5 May 1963)(HUR: 6423 Pendall Drive SE, Washington 20, EC)

SO 228 hQ 113TH TACFTRAS, DCAMA; Andrews AFB, Washington 23, 23, 13 Sep 61

SSgt JAMES J PENNINGTON, APIBARWAIA, PAPER ASISTO, DAPER LITTE, (Date of Separation: 23 August 1962) (HCR: Cheltenham, H1)

SSgt JOSEPH S PICCOLL, AP22928914, PAPAG 70250, DAPSG 70250, (Date of Separations 8 September 1963) (Hidi 1850 Columbia Pike, Arlington 4, VA)

SSgtHARCLD S QUILLEN JR, AF13546060, PAFSC 27150, PAFSC 27150, (Cate of Separation: 26 June 1962) (Nich: 3404 79th Ave 58, Washington 28, 50)

SSgt RAIMUND D SHAUVER, AF16431357, FAFSC 431510, DAFSC 431510, (Date of Separation: 24 February 1963) (HCH: Box 11, Clinton, Md)

SSgt ROBERT J SPEIDEL, AF22928352, PAPSC 431510, DAPSC 431510, (Date of Separation: 1 March 1962) (HCA: old stage Rd, Mitchellville, Md)

SSgt CLIFFORD N STONE, AP13466764, PAPSC 64650, DAFSC 64570, (Date of Separation: 13 March 1964) (Hull: 909 Emerson Street Md. Washington, MC)

SSgt JUHN J TOLTONICZ, AV13444357, PARSC 43151C, DAFSC 43151C, (Date of Separation: 26 April 1964) (HUR: 122 78th St, Seat Pleasant, Mc)

ALC RUMALD E ANDERSON, AF22928298, PAFSC 43151C, DAFSC 43151C, (Date of Separations 24 September 1963) (MCA: 908 Mudeon Ave, Takoma Park, Mi) (Over 4 Yre Svc)

ALC RUBERT D BARNES, AF18501663, PAFSC 43151C, DAFSC 43151C, (Date of Separation: 7 October 1963) (HUR: 7608 Atwood Brive, District Heights, Mi) (Over 4 Tre Svc)

All with: F BLOCK, AF22928211, PAFSC 43151C, DAFSC 43151C, (Date of Separation: 10 March 1962) (HOR: 214 S. Adam Street, Arlington 4, Va) (Over 4 Yrs Sve)

ALC CARL W BRAGG, AF13574198, FAFSC 431510, DAFSC 431510, (Date of Separation: 12 August 1963) (BuR: 4 W. Melson Street, Apt 302, Alexaniria, Va) (Over 4 Yro Svo,

ALC JIMM L CARTER, AF18496933, PAFSC 43151C, DAFSC 43151C, (Date of Separation: 3 June 1963) (HOR: 4704 Hudson Ave, Apt 3, Washington 23, 33) (Over 4 Yrs Svc)

ALC EDWARD J JENKINS, AP22932705, PAFSC 43151C, DAFSC 43151C, (Date of Separation: 18 January 1963) (Buffi 3594 Martha Curtis Drive, Alexandria, Va) (Over 4 Year

ALC FRANCIS M KOSCHEKA, AF23739492, PAFSC 431510, DAFSC 431510, (Date of Department of Afficiation of Department o tion: 7 April 1964) (HCR: 7354 Porrect Rd, Apt 201, Ryatteville, Mi) (Over 4 Yre ove) :

FOR THE CUMMANDER:

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MEMORANDUM FOR: Joseph S. Piccolo

VIA Chief, WH

- The problem of effective management of the operational records of the Clandestine Services is one of our most important responsibilities. In this connection, you have been selected by your Division, and authorized by the Clandestine Services Records Committee, to act as Records Officer for your component. Your selection is based on your professional qualifications to carry out an assignment requiring experience, judgment, and a knowledge of the objectives of the Clandestine Services. A copy of this memorandum will be placed in your official personnel folder to record your appointment as Records Officer.
- You are to act on behalf of your Division or Staff element in authorizing the destruction of material of no value to the Clandestine Services in accordance with criteria established for this purpose. You are empowered to authorize the destriction of documents and index cards recommended for destruction by other members of your Branch, and to desensitize KAPOK and RYBAT material which is no longer sensitive or which has been restricted in error. Your signature will be recognized by RID as that of an officially appointed Records Officer.
- 3. At the meeting of 15 March 1960 , you were briefed on the details of your duties as Records Officer. It is now considered that you will be able fully to execute your duties as Records Officer and thus make a real contribution to the CS Records Management Program.

WENDELL E. LIT

DDP/RMO

cc: Personnel Jacket of Addressee

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H04-7-242 RYBAT-0728

Chief, WII Division

4 June 1958

Chief of Station, Mexico City

Administrative

Promotion Recommendation -

PICCOLO, Joseph S.

ACTICH REQUESTED: Consideration of recommended promotion

- 1. It is recommended that it is to be promoted from CS-4 to CS-6. See has been in grade since 4 February 1957 and has been on duty at the Mexico City Station since 2 December 1957.
- 2. Since his arrival at this Station, where has demonstrated his ability to assume increasing responsibility and definite potential as a supervisor. He has displayed initiative and intelligence in the handling of records management problems and has come up with zeveral time saving suggestions which have been adopted with resulting efficiency. He is a conscientious and very hard worker, putting in many hours of overtime in an attempt to bring the files up to date.
- 3. A separate dispatch is being propared which will recommend a reorganization of the slots presently on the Mexico City T/O for the Registry Section, in order to bring the gradesinto a more realistic relation to the greatly increased workload which has developed during the past two years. A request for the reducation of Research, slot #BAP-402 to GS-7 will be included in this separate dispatch, along with appropriate jcb descriptions.

Winston H. Scott

3 June 1958

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2 - Files



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16 September 1957

PICCOLO, Joseph S.

Mexico City RAF-153

File Clark*

Subject will be blocking Secy-Steno slot

Robert S. WATTLES

13 February 1957

TO:

CIA Security Control Officer

VIA:

Chief, Interim Assignment Section 11707
 Chief, Employee Services

FROM:

Joseph S. Piccalo

SUBJECT: Permission to continue in Course

1. It is requested that I be granted permission to continue in the following evening course at the University of Virginia's Northern Extension in Arlington:

U. S. History - Mondays - 7:00 to 9:40 P.M.

2. It is understood that tuition and all other expenses will be borne by the undersigned.

> Campled Pierce Joseph S. Piccolo

Distribution:

Original and 3 - Employee Services 1 - IAS

APPROVED FOR THE DIRECTOR OF PERSONNEL

Suployee will make no reference to, or discuss his CIA connection, assignment or duties while participating in above activity.

JOSEPH S. RAFF C/KSD

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Office Memorandum

File

DATE: 1/3.0/57

SUBJECT: Ciccolo, Souph

- Surject called today and Edd manday, & Heaven

30 January 1957

A.r. Joseph 3. Piccolo 2210 - 20th Etreet, N. W. Washington, D. C.

Dear Mr. Piccolo:

We are pleased to inform you that your appointment with this Agency has been approved at Grade GS-4, salary \$3415.00 per annum.

Your permanent employment will depend upon the completion of the following processing at the time of entering on duty: taking the oath of office, signing a loyalty affidiavit, participating in a final security interview and completing a medical examination which will include determination of physical health and emotional stability. Should anything of an unfavorable nature arise during this period, your employment will not result in a permanent appointment.

We tope you will be able to join us at an early date. Please telephone krs on Elecutive 3-6115, extension 2781, as som as possible, in order to arrange an entrance-on-duty date. If at all possible, we would appreciate your selecting a Monday.

Please report to the Receptionist at Curie Hall at 8:15 a.m. and ask for h.rs. on the reporting-for-duty date that you establish with this office. Curie Hall in located at the intersection of 23rd Street, Independence Avenue, and Ohio Drive, S. W., with entrance on Chio Drive.

The gross salary quoted will be subject to deductions for Federal income tax and θ_k percent for the United States Civil Service Retirement Funi. In addition, the benefits of low-cost group life insurance are available to Federal civilian employees. The enclosed pamphlet outlines the features of the program and lists the amount which will be deducted from your salary each may period for this term insurance. This insurance is not obligatory. However, if you do not wish coverage, which is automatic, you should sign a Valver of Life Insurance Coverage form at the time you enter on duty.

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You will not receive a may check for a safer your entrance on duty.	ipproxinately four weeks
If you have any problems, Mrs them with you when you call.	will be glad to discuss
Very tru	ily yours,
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Inclosures (2) Life Insurance Pamphlet Map	
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DATE 11 Jan 1937 TO ALL FROM: 377. Smiles. SUNJECT: Piecele, January Michael and Glady, M.C., ohn an mid that Subject will be a frame and. Office Memorandum . UNITED STATES GOVERNMENT DATE 27/201950 : Tele FROM : 171 - Sincel BURJECT: Pleased Jaseph When mere were Man 16 Mil death. Drudge and about the server to be high the mand of the first Glady in M. C. admid that it Mudices Decrease por enting frencher information them and gest and she is sent and she is

Office Memorandum . United states government

19 November 1956

Mr. Joseph S. Ficcolo 2210 - 20th Street, N. W. Washington, D. C.

Dear Mr. Piccolo:

This is to assure you that processing is continuing on your application for employment with this Agency.

Please advise us if any circumstance should arise which might affect your interest in employment with this organization.

Your continued interest and patience are appreciated.

Very truly yours,

H. G. Reynolds
Director of Personnel

12 September 1956

Mr. Joseph S. Piccolo 2210 - 20th Street, N. W. Washington, D. C.

Lear Mr. Piccolo:

A review of the medical history information which you submitted indicates that for proper medical evaluation it is necessary that you come to our medical office for a pre-employment medical examination which will include determination of physical health and emotional stability.

An appointment may be scheduled at 8:30 a.m., on any Tuesday, Thursday or Friday. Please advise Miss Ruth Griffin by letter, 24:30 E Street, N.W., Washington 25, D.C., or by telephone EXecutive 3-6115, extension 2781, of the date you will be able to report. We would appreciate your giving us at least two weeks advance notice. When you come for your examination, please report to our Medical Office in Central Building, 24:30 E Street, N.W. Inasmuch as some parts of the examination are given in the morning and others in the afternoon, it is necessary that you plan to be here the entire day.

We will not be able to reimburse you for any travel or incidental expenses which you incur for this purpose.

Very truly yours,

H. G. Reynolds
Director of Personnel

OP/CORRES/tjs(Griffin)

30 August 1956

Mr. Joseph S. Piccolo 2210 - 20th Streeth N. W. Washington, D.C.

Dear Mr. Piccolo:

We are pleased to inform you that your application for employment with this Agency has been reviewed with interest by appropriate officials and that actual processing has been initiated for a position at Grade GS-4, salary \$3415.00 per annum.

Your final appointment is dependent upon a number of factors including character and reference investigations, and other processing procedures which may require as long as 120 days. You may be sure that this processing is being accomplished as rapidly as possible.

During this period please notify us of any changes in your present status such as change in address, employment, marital status, etc. If it should develop that you cannot accept the position, please let us know immediately. If you have any questions concerning your application, please do not hesitate to get in touch with us. Your future correspondence or inquiries should be directed to the attention of hiss Ruth Griffia.

Members of this Agency are entitled to the regular United States Government leave and retirement benefits. Our salaries conform to the rates prescribed by Congress for United States Government agencies.

Thank you for your cooperation and patience during this waiting period.

Very truly yours,

H. G. Reynolds Director of Personnel

OP/Correw/sed/Griffin

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Mr. Joseph Stephan Piccolo 2210 20th Street, N. W. Washington, D. C.

Dear Mr. Piccolos

Your application for employment with this Agency is presently under active review. Appropriate members of our staff will determine whether we have a position available for a person of your qualifications. Although we cannot predict the length of time needed for this review, we will make every effort to expedite a determination. Should there be unavoidable delays in reaching a decision, we shall do our test to keep you as fully informed as possible regarding the status of your case.

In the meantime, if you should have any questions, feel free to get in touch with us by mail. We ask your patience and assure you of our desire to make the review period as short as is compatible with the careful evaluation to which we feel each case is catitled.

Very truly yours,

H. G. Reynolds Director of Personnel

OP/Corres/evm(Hennings)

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CENTRAL INTELLIGENCE AGENCY— WASHINGTON 25, D. C.

Applicant Information Sheet No. 1

To all persons applying for employment with the Central Intelligence Agency:

This paper is the first step in applying for employment or consultant status with the Central Intelligence Agency. No application may proceed beyond this first step if the applicant is not in agreement with the conditions stated below:

General Considerations:

- 1. The National Security Act of 26 July 1947 (Public Law 253, 80th Congress) which created the Central Intelligence Agency places upon the Agency the responsibility:
 - a, "to advise the National Security Council in matters concerning such intelligence activities of the Government departments and agencies as relate to the national security;
 - b. "to make recommendations to the National Security Council for the coordination of such intelligence activities of the departments and agencies of the Government as relate to the national security;
 - c. "to correlate and evaluate intelligence relating to the national security, and provide for the appropriate dissemination of such intelligence within the Government . . .;
 - d. "to perform, for the benefit of the existing intelligence agencies, such additional services of common concern as the National Security Council determines can be more efficiently accomplished centrally;
 - e. "to perform such other functions and duties related to intelligence affecting the national security as the National Security Council may from time to time direct."

The special character of this national responsibility requires the Agency to maintain correspondingly special employment criteria which may be different from the routine or normal employment standards of other Government departments and agencies which do not have the highly sensitive responsibility borne by the Central Intelligence Agency. It follows that the investigation of applicants, prerequisite to their acceptance is a timeconsuming process which, in addition to loyalty and security checks, includes evaluation of competence, physical and emotional fitness, and availability of a suitable position at such time as employment may be offered. This is called "clearance" of an applicant.

- 2. Investigation of an applicant may reveal something which prevents his clearance - perhaps something of which the applicant is genuinely unaware, perhaps something which only the special employment criteria of the Agency make unacceptable. In any event, adverse findings by the Agency are conclusive and final so far as the Agency is concerned, and no statement of specific reasons is made to the applicant.
- 3. Employment by the Central Intelligence Agency is not a right upon which an applicant can insist. Offer of employment which is subject to full clearance does not constitute a commitment on the Agency's part giving an unsuccessful applicant grounds for any claim against the Agency. Acceptance of employment upon the condition of clearance is at the applicant's risk, taken with the knowledge that a very substantial percentage of applicants are not cleared,

Statement of Understanding and Agreement

14 00000

I have read, understand, and agree to the foregoing General Considerations. If not accepted for employment by the Central Intelligence Agency, I will make no claim or demand in conflict with those considerations.

I have also seen and read Applicant Information Sheet No. 2.

(Signature of Applicant)

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SELECTIVE SERVICE ACTION REQUEST	10 October 1957
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BIOGRAPHIC PROFILE

Handle With

Office Memorandum . United States Government

to | Colonel Orner

DATE.

FROM : Gordon M. Stewart Id Gordon M. Stewart

SUBJECT: PICCOLO, Joseph Stephan - Cancel Permission to Leave the Country and DIRECTED 4-F Deferment

It is requested that the Permission to Leave the Country granted subject on 18 November 1957 and renewed on 8 December 1959 be cancelled. Please also cancel the DIRECTED 4-F Deferment allowed on 18 November 1957. SSS Form 110 is attached; SSS Forms 300 have been destroyed.

Mr. Piccolo was born on 8 December 1935 in Yonkers, New York. His permanent address is 1636 N. E. 20th Street, Fort Lauderdale, Florida.

БТИНЬАРО РОЛЫ 190. \$

Office Memorandum • United States Government

TO : Colonel Omer

DATE:

FROM : Gordon M. Stewart M. Gordon M. Sawart

SUBJECT: PICCOLO, Joseph Stephan - Renew Permission to Leave the Country

It is requested that the Permission to Leave the Country granted subject on 18 November 1957 be renewed. SSS Form 300 issued on this date has been destroyed. Please retain the DIRECTED 4-F Deferment allowed subject on 18 November 1957. Subject will return by December 1960 at which time we will cancel his DIRECTED Deferment.

Mr. Piccolo was born on 8 December 1935 in Yonkers, New York. His permanent address is 1636 N. E. 20th Street, Fort Lauderdale, Florida.

14 December 1959

MEMORANDUM FOR: Chief, WH Personnel

SUBJECT:

SSS Form 300 for Joseph S. Piccolo

1. Forwarded is SSS Form 300 for Mr. Piccolo. While the Director of Selective Service has issued this permit for a period of two years, the files of this office and the office of the Director of Selective Service reflect a termination date of his overseas service of at least December 1960.

2. As we discussed earlier, this termination date has been set to avoid the possibility of Mr. Piccolo's authorized absence placing him in a position which might preclude the necessity of his meeting his military obligation as established by his local board.

J. L. Olmstead
Deputy Chief, Personnel
Operations Division

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Distribution:

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OP/POD/JLOlmstead:ahw (14 Dec 59)

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. SELECTIVE SERVICE ACTION REC	10 October 1957 01
1 10 : DIRECTOR OF PERSONNEL	. 6326
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7 POSITION TITLE AND GRADE	8 OFFICE, DIVISION, BRANCH
Mail and File Clerk, GS-4	DDP/WH/III
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IS 4 February 1957	Mexico City
IS SILECTIVE SERVICE SERIAL NUMBER	13 SELECTIVE SERVICE CLASSIFICATION
12 220 280 34 8-44-35-604	1-D
14 NUMBER AND ADDRESS OF SELECTIVE SERVICE BOARD	
Local Board #44, 521 S, Andrews Avenue,	Ft. Lauderdale, Florida
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BTAY CAND FORM NO. \$8

Office Memorandum . United States Government

* Record

DATE 29 Oct 57

FROM : S. Richelderfer

SUBJECT: Piccolo, Joseph Stephan

Subject was advised this date that the Agency would request a directed deferment. He was told the meaning of a "directed deferment" and advised not to contact his local board and they will not contact him. He was sent to see Captain Noble in Reserve Affairs Branch. Captain Noble was not in and subject was interviewed by Sgt. MacKenzie. I talked to MacKenzie and stressed the fact that subject should be advised to be sure to drop out of the National Guard. MacKenzie said that he would have to request to be put in a standby reserve status. This seems to be a satis factory arrangement, since we are requesting a directed deferment, the L.B. will not contact Piccolo.

MEMORANDUM FOR: Deputy Director of Personnel

SUBJECT:

Mexico City Clerical Requirements

1. PAD has attempted to locate two suitable candidates for the WH vacancies who will not be eligible for the draft. Machine runs were used, as were file referrals, checks with approriate Administrative and Personnel representatives in Agency components, and a thorough screening of Tables of Organization. A total of 25 individuals at the GS-5 or lower level were checked out. One candidate was located, a Mr. William G. Rawls, Clerk, GS-4 with ME. He has been accepted by the Division for the January requirement. The January deadline was chosen for him because he will be able to pass the typing requirement for _______ We had no success in finding a candidate for the 1 November deadline. All of the others were disqualified, largely because of marriage, unwillingness to accept the assignment.

2. Under the circumstances, it is recommended that Mr. Rawls be processed against the January requirement and that Mr. Joseph Piccolo, who was originally submitted for the November departure, be processed for the assignment, and that a directed deferment be requested for him.

Robert W. Sheay

Chief, Personnel Assignment Division

Mouris.



NATIONAL HEADQUARTERS SELECTIVE SERVICE SYSTEM

481 INDIANA AVENUE NORTHWEST WASHINGTON 25, D. C.

ADDRESS REPLY TO THE DIRECTOR OF SELECTIVE SERVICE

July 18, 1958

Attentions Colonel Gmer

FOR PERSONAL ATTENTION OF STATE DIRECTOR

State Director of Selective Service 310 Charlotte Street St. Augustine, Florida

> Subject: Joseph Stephan Piccolo SS No. 8-44-35-664

Dear Colonel Wall:

Reference is made to our letter of November 18, 1957, advising you that the Director of Schotive Service had directed that the above-named registrant be classified in Class IV-F until further notice, under section 1622.60 of the Schetive Service Regulations.

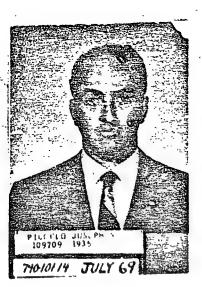
Mr. Piccolo has now received 858 Form No. 80 (Standby Reserve Questionnaire). Due to circumstances beyond his control, Mr. Piccolo is unable to complete this form, which is enclosed. Please return it to the local board with the instruction that it not be re-mailed until such time as the Director withdraws his directed classification of Mr. Piccolo under the Universal Military Training and Service Act, as amended.

For The Director,

DANTEL O. CHER Colonel, JACC General Counsel

Baclosure

cc: Mr. Gordon M. Stewart



FOR PURPUSES OF THE FAIR LABOR STANDARDS ACT, AS AMENDED, YOU ARE CESISNATED EXEMPL.

EFFECTIVE DATE OF DESIGNATION: 01 MAY 1974.

PICCOLU JUSEPH S

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NOTIFICATION OF CANCELLATION OF MILITARY COVER BACKSTOP	11 June 1963
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CHIEF, OPERATING COMPONENT (For Action	∞) OS PICCOLO, Joseph S.
ATTN: Mr. White	
Ref. Form 1322 dtd 4 June 63 r	
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US Army	
Unblock Records: (OP Memo 20-800-11)	·
Effective <u>EOD</u>	
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15 August 1961 4455

MEMORANDUM FOR: Chief, Records and Services Division

Office of Personnel

SUBJECT

14 00000

: PICCOLO, Joseph B,

- 1. Cover arrangements are in process, and/or have been completed for the above-named Subject.
- 2. Effective 15 January 1961 , it is requested that your records be properly blocked recueated to deny acknowledge Subject's current Agency employment to an external inquirer.
 - . 3. This memorandum confirms an oral request of

Acting Chief, Central Cover Group

cc: SSD/OS

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16 October 1957 C-1661 (Biladeau)

MEMORANDUM FOR: Office of Fersonnel

Records & Services Division

Counseling Eranch/CP

SUBJECT

: Joseph Stephan Piccolo (T)

- 1. It is requested that you close your records concerning subject to all outside inquiries regarding Agency connection from 16 October 1957 forward. You will be advised in the future if it is deemed advisable to reopen these records.
 - 2. Thank you for your cooperation.

JOHN G. SOUPTARD JOHN CHIEF, COB/NO

Par Sur

And the second

28 September 1961 File No. 4455

MEMORANDUM FOR: Chief, Records and Services Division

Office of Personnel

THROUGH

14 00000

Chief, PSD/OS

Attention: Mr. Robert C. Swendiman

SUBJECT

PICCOLO, Joseph S.

GS-7, WH - Cover Debriefing

1. Mr. Piccolo entered on duty with the Agency on 4 February 1957 and will resign on 4 October 1961. During his period of employment he utilized cover in Maxico from 1 November 1957 to 14 January 1960, and from 15 January 1961 to resignation used nominal Department of the Army cover in Headquarters.

- 2. Mr. Piccolo was instructed to indicate his employer for the entire period as CIA, 2430 E Street, N. W., Washington 25, D. C.
- 3. He was further instructed to indicate, whonever necessary, that he travelled, listing various countries en route to and from Mexico, but not reveal the specific location or details of his cover assignment.
- 4. Mr. Piccolo's forwarding address will be 1636 N.E. 20th Street, Ft. Lauderdale, Florida. His new employment is 121st Tactical Fighter Sq., Andrews AFB.
- 5. The above information is furnished for your guldance and inclusion in the Subject's personnel and security files.

Chief, Military Cover Branch, CCG

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*PAY ADJUSTMENT IN ACCORDANCE WITH THE PROVISIONS OF SECTION 5305 OF TITLE 5. U.S.C. AND EXECUTIVE CROER LIBRA PURSUANT TO AUTHORITY DE OCT AS PROVIDED IN THE CTA ACT OF 1949. AS AMENDED. AND DCT DIRECTIVE CATED 8 OCTORER 1962.**

EFFECTIVE DATE OF PAY ADJUSTMENT: 12 OCTOBER 1975

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EFFECTIVE DATE OF PAY ABJUSTMENT: 14 OCTOBER 1973

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THIS EMPLOYEE HAS BEEN IDENTIFIED AS A C.I.A. EMPLOYEE FOR PURPOSES OF WITHOUDING STATE AND FEDERAL TAXES

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JANUARY 03 1961

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EFFECTIVE DATE OF PAY ACJUSTMENT: 07 JANUARY 1973-

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PAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 92=210 AND EXECUTIVE ORDER 11637 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND A DCI DIRECTIVE DATED 8 OCTOBER 1962

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EFFECTIVE DATE OF PAY ADJUSTMENT TO JANUARY 1972

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EFFECTIVE DATE OF PAY ADJUSTMENTS TO JAMAN 1971

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"PAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 91-231 AND EXECUTIVE DRDER 11524 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND A DCI DIRECTIVE DATED 8 OCTOBER 1962"

EFFECTIVE DATE OF PAY ADJUSTMENTS 28 DECEMBER 1969

NEW SERIAL DRGN. FUNDS GR-STEP NAME SALAPY PICCOLO JOSEPH S . 025558 51 997 CF GS 12 3 \$15,138

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MPAY ADJUSTMENT: IN ACCORDANCE WITH SECTION 217 OF \$6 90-206 AND EXECUTIVE ORDER 11474 PURSUANT TO AUTHORITY OF DCI AS PREVICED IN THE CIA ACT OF 1949, AS AMENCED, AND A DCI DIRECTIVE DATED 8 OCTUBER 1962*

EFFECTIVE DATE OF PAY ADJUSTMENTS 13 JULY 1988

PiEV SALARY

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DRGN. FUNCS GR-STEP SERIAL

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MPAY ADJUSTMENT IN ACCORDANCE WITH SECTIONS 212 AND 216 OF PL 90-206 AND EXECUTIVE ORDER 11413 PURSUANT TO AUTHORITY OF DOL AS PROVIDED IN THE CIA ACT OF 1949, AS AMENOED, AND A-GOL DIRECTIVE DATED & OCTOBER 1962"

EFFECTIVE DATE OF PAY ADJUSTMENT: 14 JULY 1968

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*PAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 90-286 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE C1A ACT OF 1949. AS AMENDED, AND A-DCI DIRECTIVE DATED 8 OCTOBER 1962.

EFFECTIVE DATE OF PAY ADJUSTMENT: 8 OCTUBER 1967

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PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949.
AS AMENDED, AND A-DCI DIRECTIVE DATED 8 OCTOBER 1962,"

EFFECTIVE DATE OF PAY ADJUSTMENTS 3 JULY 1766

NAME

PICCOLO JOSEPH S

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AND ALLOWANCES ALL HOURS SICK AND ANNUAL LEAVE TO BE TRANSFER-IN ACCORDANCE THEREWITH. RED MARITAL STATUS: SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL 19 ACTION 20. Employ. 21. GFFICE CODING 22 STATION | 23 INTEGREE 24. Hagtes. 25. DATE OF BIRTH 1001 1001 BURREIS # O DA 18 12 | 08 | 35 51820 WH 45075 10 29 SPECIAL REFERENCE 20 MIE EXPIRES 30. RETIREMENT DATA 31 SEPARATION 32 CORRECTION/CANCELLATION DATA 33. SECURITY BGOS ATAG REG NO 35 VET. PREFERENCE 36 SEPT. COMP BATE | 37 LONG COMP. DATE | 38 CAREER CATEGORY 11 FEGLI / NEALTH INSURANCE 40 SOCIAL SECURITY NO. 0 WAIVER BENV 11 40 PREVIOUS GOVERNMENT SERVICE DATA FEOLIAL TAX DATA STATE TAX DATA 42. LEAVE CAT | 43 ---FORM BRACUTED: CODE ----COOR NO TAK STATE COO NO BREAK IN SERVICE 1 TES A - BREAK IN BERTICE ILESS THAN 2 ONS) T BREAK IN BERTICE ILESS THAN 2 ONS) NCITAD:THEHTUA REHTO BO BRUTANDIS LOSTED 9-9.65 WA

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MPAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEOULES OF PL 89-301 PURSUANT TO AUTHORITY OF DOL AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND A-DOL POLICY DIRECTIVE DATED 8 OCTUBER 1962."

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EFFECTIVE DATE OF PAY ADJUSTMENTS 10 OCTOBER 1965

NAME SERIAL DAGN. FUNUS GRASTEP SALARY RALARY
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ADJUSTMENT OF SALARY RATE IN ACCORDANCE WITH THE SCHEDULES OF THE GOVERNMENT EMPLOYEES SALARY REFORM ACT OF 1964 PURSUANT TO THE AUTHORITY OF THE DIRECTOR OF CENTRAL INTELLIGENCE AS PROVIDED IN THE CENTRAL INTELLIGENCE AGENCY ACT OF 1949, AS AMENDED, AND POLICY DIRECTIVE ISSUED BY THE ACTING DIRECTOR OF CENTRAL INTELLIGENCE DATED 8 OCTOBER 1962.

SALARY CONVERTED TO RATE SHOWN FOR INDIVIDUAL'S GRADE AND STEP AS INDICATED IN CHART BELOW.

GENERAL SCHEDULE RATES Federal Employees Salary Act of 1964

CDADE	i		Per A	nnum	Rates	and	Steps			
GRADE -	1	2	3	4	5	6	1	8	9	10
GS-1	\$3,385	\$3,500	\$3,615	\$3,730	\$3,845	\$3,960	\$4,075	\$4,190	\$4,305	\$4,420
GS- 2	3,680	3,805	3,930	4,055	4,180	4,305	4,430	4,555	4,680	4,805
GS- 3	4,005	4,140	4,275	4,410	4,545	4,680	4.815	4,950	5,085	
GS- 4	4,480	4,630	4,780	4,930	5,080	5,230		5,530	5,680	5,830
GS- 5	5,000	5,165	5,330	5,495	5,660	5,825	5,990	6,155	6,320	6,485
GS- 6	5,505	5,690	5,875	6,060	6,245	6,430	6,615	6,800		7,170
GS- 7	6,050	6,250	6,450	6,650	6,850	7,050	7,250	7,450	7,650	7,850
GS- 8	6,630	6,850	7,070	7,290	7,510	7,730	7,950	8,170	8,390	
GS- 9	7,220	7,465	7,710	7,955	8,200	8,445	8.690	8,935	9,180	
GS-10	7,900	8,170	8,440	8,710	8,980	9,250	9.520		10,060	
GS-11	8,650	8,945	9,240	9,535	9,830	10,125	10,420	10,715	11,010	11,305
GS-12	10,250	10,605	10,960	11,315	11,670	12,025	12,330	12,735	13,090	13,445
GS-13:	12.075	12,495	12,915	13.335	13.755	14.175	14,595	15,015	15,435	15,855
GS-14	14,170	14,660	15,150	15,640	16,130	16,620	17,110	17,600	18,090	18,580
GS-15	16,460	17,030	17.600	18.170	18,740	19.310	19,880	20,450	21,020}	21,590
GS-16	18,935	19,590	20,245	20,900	21,555	22,210;	22,865	23,520	24,175	
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IN ACCORDANCE WITH THE PROVISIONS OF PURLIC LAW 87*793 AND OCI MEMORANDUM DATED 1 AUGUST 1955, SALARY IS ADJUSTED AS FOLLOWS, EFFECTIVE 5 JANUARY 1964.

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NOTIFICATION OF PERSONNEL ACTION OCF 2 RAME (LAST FIRST MIDDLE) I, SERIAL NUMBER 025058 PICCOLO JOSEPH-5-2 HATURE OF PERSONNEL ACTION 4 FELECTIAL DELL 2 COLLENGE OF ENDEDLINEMS 04 28 63 **PROMOTION** REGULAR 7 COST CENTER NO. CHARLES ME. . & CSC OR OTHER LEGAL AUTHORITY V 10 V V 10 CF 3232 1000 1000 50 USC 403 J (F 10 Y CF to CF 19 LOCATION OF OFFICIAL STATISM 9 DESANIZATIONAL DESIGNATIONS DDP/SPECIAL AFFAIRS STAFF WASH., D.C. FI/CI BRANCH II. POSITION TITLE 12 POSITION NUMBER IS SERVICE DESIGNATION OPS OFFICER 0583 D 14 CLASSIFICATION SCHEDULE (65, LB, etc.) IS. OCCUPATIONAL SERIES '16 GRADE AND SIEP IF SALARY OR BATE 08 2 \$295 0136.01 18 BURNES INTELLIGENCE ANALYST OCCUPYING OPERATIONS OFFICER POSITION. SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL 19 ACTION 20 Employ (DDE Cade 22. STATION 23 INTEGREE 24 Hagiri 25 SATE GS 8'8'# Code 21 OFFICE CODING 26 DATE OF GRADE 27 DATE OF LET 12 ,05 ,35 04 29 63 04 25, 53 75013 10 51300 SAS 22 32 CORRECTION/CAMCELLATION BATA TIPE NO SA PP 29 SPECIAL 20 BETIREMENT BATA | 31 SEPARATION 33 SECURITY ; 34 54.8 20 MTE EXPIRES SPECIAL I CSC B FICE B HUSE EOD DATA 35 VET PREFERENCE | 36 SERV COMP DATE | 37 LONG COMP CATE | 25 CAREER CATEGORY PESCE : MEALTH INSURANCE 40 SOCIAL SECHAITE BB 47 LEAVE CAT 41 PREVIOUS COVERMENT SERVICE DATA PERSON TAR DATA 1 - 80 84148 19 8894168 SIGNATURE OR OTHER AUTHENTICATION POSTED SECRET 11:00 Library 1

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IN ACCORDANCE WITH THE PROJISIONS OF PURLIC LA . AT - 793 AND DOI MEMORANDOW DATED . 1 AUGUST 1986 , SALARY IS ADJUSTED AS FOLLOWS, EFFECTIVE 14 OCTOBER 1962

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IN ACCORDANCE WITH THE PROVISIONS OF P. L. 86-568 AND DCI MEMO DATED. 1 AUGUST 1956, SALARY IS ADJUSTED AS FOLLOWS EFFECTIVE 10 JULY 1960.

SFRIAL

PICCOLO JOSEPH S 125658 46 17 GS-06 2 \$ 4,640

/S/ EMMETT D. ECHOLS DIRECTOR OF PERSONNEL

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\$1. Grade a Step \$2. Salary Or Rate \$23. SD \$24. Date Of Order \$25. PSN Due \$26. Appropriation Number \$25. Appropriation Number			المالة المراجع			
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SECRET

FORM NO. 1150e

GENERAL SCHEDULF SALARY INCREASE RETROACTIVELY EFFECTIVE 12 JANUARY 1958 AUTHORIZED BY P. L. 85 - 462 AND DCI DIRECTIVE. SALARY AS OF 15 JUNE 1958 ADJUSTED AS FOLLOWS

BMAKE SERIAL GRADE-STEP OLD SALARY NEW SALARY PICCOLO JOSEPH S 525658 GS-04-2 \$ 3,500 -..

> GORDON M. STEWART /S/ DIRECTOR OF PERSONNEL

	(Ribert Color)
NOTIFIC	CATION OF PERSONNEL ACTION
1. Sorial No. 2. Name (Last-First-Middle)	3 Date Of Birth 4. Vet. Prof. 5 Sex 16 CS-EOD
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•	PREVIOUS ASSIGNMENT
14. Organizational Designations DDP F1	Code 15. Location Of Official Station Station Code
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NTRAL INTELLIGENCE AGEN

F.J. 20 Dec 1757 NOTIFICATION OF PERSONNEL ACTION 4 6351 n/A 3. JOURNAL OB ACTION NO. | 4. DATE 2. DATE OF BIRTH 125658 4 To: r mry 1957 9 Dec 1935 PR. JOSYPH S. PICTGLO This is to notify you of the following action affecting your employment: 7. CIVIL SERVICE OR OTHER LEGAL AUTHORITY & DIRCTIVE DATE S. RATURE OF ACTION (USE STANDARD TERMINGLOST) 50 TEA 103 1 4 Feb 1957 EXCEPTED ANYOUNDESTIT FROM 8. POSITION TITLE 100-42h-09 File Clerk 35-0305-01-k \$3415.00 per axense 9. SERVICE, SERIES. Records Integration Division Analysis & Operations Dranch Index Section 11. MEADQUARTERS Washington, D. C. DEPARTMENTAL 12. FIELD OR DEPT'L FIELD DEPARTMENTAL 'LS. VETERAN'S PREFERENCE 14 POSITION CLASSIFICATION ACTION NORE WHIT OTHER 5 PT. 10 POINT MEN VICE I. A. REAL SDILB 16. APPROPRIATION 18 DATE OF APPOINT. 19 LEGAL RESIDENCE C GAINED C PROVED 10: & Feb 1957 STATE: Florida RED ARKS. RC-101 Surject to the artisfactory completion of a trial period of one year. Subject to the satisfactory completion of a modical owner.mation. Pay rate shown is subject is subject to adjustment upon verification of prior DOU 2/1/57 CSHOD: 2/1/57 Personal Folder Requested .: 1-1 LODI 80 PG 1 DUB 2/9/58 Initials Director of Personstrift' 4. PERSONNEL FOLDER COPY

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OUALIFICATIONS			TED WITH CHANGES, AND I	IS AFFACHED TO THIS REPORT, PLACE TH THE WORD "NO" IM THE BOX AT RIGH	
ECTION C		PERF	ORMANCE EVALUATIO	DN	
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		nt special recognition.			
		a so man to committee of the same of	SPECIFIC DUTIES	and the state of t	
rforms EACH specific	duty. Consider Of	ciduties performed duri NLY affectiveness in per of amployaes supervis	formunce of that duty. All emplo	pletter which best describes the manner in which eyees with supervisory responsibilities MUST be	employee rated on
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ctivities;	to provide	guidance and	support for its Cl	monitor the Division's CI problems and operations.	S.
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aison with	other CI c	omponents of	the USG; perform s	ignificance; maintain pecial CI case assign-	S
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SECTION D	NARRATIVE COMMENTS	
	esses demonstrated in current existion keeping in proper perspective their relationship to overall performance. S	
	work performance. Qive recommendations for training, Comment on foreign language competence, if required	
	plings given in Section C to provide best basis for determining future personnel action. Manner of performanc cost consciousness in the use of personnel, space, equipment and funds, must be cammented an it applicable	
eatra space is needed to complete Section		-
Mr. Piccolo's when	experience in LA Division and Cuban operations, his inquisitiv	re
instincts, his activis	t styleweand his keen analytical skills, superbly qualify him	
to serve as the senior	CI Staff coordinator for LA Division. One obvious measure of	•
	effectiveness, is that in any given week he receives more	
	CI file reviews, and other forms of CI support, than any of o	
other area division cod	ordinators On the other hand, because of his in-depth, acros	S
	LA's operational activities, he represents a unique resource	_
	r has to respond knowledgeably and rapidly to inquires from the	
	d matters. On that score alone, C/CI has commented on his dee Piccolo's impressive performance.	P
1		
During the year, Mr.	. Piccolo led the team which conducted an in-depth CI and	
thre wall packaged by the	and The final report	- 1
was well received by the	d recommendations before its return to Headquarters. As with	
	thestudy was forwarded to the DDO and the DCI for	
	Piccolo is one of the more experienced survey officers, having	na
	five station survey exercises in AF and LA Divisions.	,
	//continued//	
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SECTION E	CERTIFICATION AND COMMENTS	
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	Chief, CI/OG/OC 2. BY EMPLOYEE	-
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STATEMENT CONCERNING THE SUP		- 1
EVALUATION OF MY PERFORMANCE	1.5-3/1-1-1-1	_
COMMENTS OF REVIEWING OFFICIAL	3. BY REVIEWING OFFICIAL	\dashv
	· ·	
	very competent, serious and ambitious officer. As the senior	- 1
	Division, he has represented the Staff extremely well and, ensured rapid, professional and informed follow-up on counter-	_
intelligence problems	and leads in that active area. He knows his client division	_
	support are regularly sought, and he has an unusual ability to	
	ntials of a given operational matter. All with whom he deals	- 1
in LA Division hold hi		- 1
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The operational traffic Mr. Piccolo screens for the "front office" is usually accompanied by pertinent insights on the significance of the development or event reported. He has been praised more frequently for his commentaries than any of o other coordinators, which is another reflection on his intimate familiarity with the LA operational scene. Numerous examples of his productive and versatile serv to the Division and Staff can be cited but we will note for the sake of brevity o	ur our
three to underscore out point. (1) For the past two years he has been the guidinand principal referent on a joint Agency/FBI proposal which weald enable the FBI	ng
His perseverance in shepherding the instrument throughts various approval stages in the Agency and the Department of Justice, is finally paying off with the recent notification that the SCC/CI had informally approved the agreement. (2) This past summer Mr. Piccolo was temporarily assigned to assist the Division as a consultant, because of his expertise, in a case involving a Ultimately Mr. Piccolo participal distribution of the process of the stage of the	ly he NE ate
directly in the	s He
Again, Mr. Piccolo's performance during this past year, as in previous years, reflected a sustained superior effort, which, I am convinced, will continue to be the pattern in the future.	
SECTION E REVIEWING COMMENTS (continued)	<u>.</u>
Rating officer properly highlights Mr. Piccolo's determination and perseverent in pushing a major joint CIA-FBI program through Washington's often unbelievable bureaucracy. A lesser man would have thrown in the towel long ago. Mr. Piccolo, understanding the importance of this proposal, was determined to "hang in there;" success resulted.	ic'e
A veteran CI survey officer, Mr. Piccolo headed a team	

benefit from these.

Major contamination via Philip Agee has severely limited this officer's ability to serve in his area of specialty, Latin America. Nonetheless, we need to identify in the not too distant future a challenging overseas assignment that will take advantage of his impressive operational skills and experience. He is patently an officer with highly developed on-the-street instincts and, if he is to achieve his considerable potential, needs additional overseas postings.

In the meantime we are fortunate indeed to have him on our Staff; he is one of our best. I unheatestingly concur in the Rating Officer's letter grades and narrative comments.

14 Harch 1979

Mr. Joseph S. Piccolo, Jr. CI Staff/Operations Group MEMORANDUM FOR:

Operations Coordination Branch/LA

SUBJECT

Letter of Instruction

General:

1. As the Latin America Division Coordinator for the Operations Coordination Branch, CI/OG, your basic duty is to serve as the initial and principal point of contact between the CI Staff. and LA Division with respect to counterintelligence activities involving the Division and its respective Stations. position of Coordinator has certain liaison aspects it also requires that the incumbent, in support of the DDO's objective to reintegrate CI disciplines within the Operations Directorate, take an active role in stimulating CI practices and operations in LA Division. Accordingly, you are expected to be fully knowledgeable of the missions and responsibilities of the Cf Staff (See DDO Notice No. 1-1339, dated 16 July 1975; DDO Notice No. 51-54. Coordination on Counterintelligence Matters, dated 4 May 1976); and in general the interests and activities of the other functional branches of the Operations Group as they relate to LA Division. To enable you to accomplish your specific duties you will be supported by an Assistant LA Coordinator.

Specific Dutles:

- 2. As the LA Coordinator, your major continuing duties will be:
 - To develop close and affective working relationships with LA Division to ensure you are currently and fully aware of CI problems and activities in that Division; to provide LA Division with guidance and support for its counterintelligence operations.
 - b. To participate when requested in the planning and conduct of Field Counterintalligence and Operational Security Surveys designated by the C/Cl Staff.

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- c. To monitor and screen LA cable traffic and select items of CI significance for routing to appropriate CI Staff components, together with supplemental information as needed; to maintain liaison with other USG components as appropriate; to perform special assignments on CI cases as may be required by CI Staff.
- d. To maintain CI working files, including basic information with respect to the CI Objectives of each LA Division Station.
- e. To serve as back-up Coordinator for other divisions as may be required, and as your work schedule permits.
- 3. During your assignment to CI/OG/OCB Fitness Reports on your performance will be based on the provisions of this LOI. Any major changes in this LOI will be made in writing and will require your signature to be effective.

Chief, CI/OG/OC

I have read and understood the above.

Joseph S. Piccolo, Jr.

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S, E C R E T

165-44-1714		FITNESS REPORT			
SECTION A		ENERAL INFORMATIO			
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S F C R E T CLASSIFICATION

SECTION D	NARRATIVE COMMENTS			
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eurrent position. Amplify or explain ros	ings given in Section C to provide best best for determining future personnel action. Manner of performance of its communities on the use of personnel across equipment and funds, must be commented on, it applicable. If			
estre space is needed to complete Section	a compared in the of personnel series equipment and funds, must be commented on, if applicable it			
puring the per	tod under review Mr. Piccolo was the senior referent			
	A Division affairs. In this capacity he functioned			
	d efficiently, and fully exploited his more than 17			
year's association				
	o Specific Duties, No's 3 and 5 are pretty much self the bread-and-butter type activities that provide you			
	reaching other responsibilities and keep you au			
	hal conditions. There is no rating for No. 4 as this			
	was handled by O/C/CI.			
	scific Duty No. 1., Mr. Piccolo has had several field			
	in LA Division plus several at Headquarters. He			
maintains close and	continuing contact with country desks and staff offi-			
cers and when approx	riate has initiated operational comments and sugges-			
	when reviewing the traffic from an			
reporting source	The second secon			
and	I sent forward a memorandum outlining these indication			
to COG while deferir	ig to them for further action. On another occasion			
when a	he again approached COG			
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SECTION E				
SECTION E	CERTIFICATION AND COMMENTS			
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Continuation of Fitness

Joseph S. Piccolo

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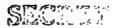
and outlined to them the reasons he believed the
COG agreed to withold any attempts at operational exploitation
With request to Duty Vo. 2 yoursty forward on the activities of
With respect to Duty No. 2, usually focused on the activities of while his colleague focused on those of In any event,
each could readily fill in as substitute if the other were absent. The
range of operational initiatives available to us in these cases is, for
range of operational initiatives available to us in these cases is, for
the most part, limited and our main in-put is in terms of area knowledge
and operational experience. Nevertheless, Mr. Piccolo did address him-
self to the problem of coverage of
when travelling overseas and drafted a general consent agreement for
The The Table 1 and 1 an
suggestion is in the hands of the military services the FBI and Agency
legal authorities and its ultimate fate is not known.
In terms of ad hoc assignments Mr. Piccolo has participated in two
CI Operational Surveys, n, In both instance
he was the team leader. A
by and
determine the capabilities
and to
The are time :
consuming and taxing, requiring a review of all pertinent Headquarters
files, all
operational personnel, and then return to Hqs. to compile a report that
may run as few as fifty pages or more than one hundred. The reports
are addressed the DDO, although the DCI has instructed
that he be routinely included on the distribution of each report. Mr.
Piccolo's level of performance is reflected in the fact that was
his fourth survey.
In another ad hoc activity Mr. Piccolo was responsible for retriev-
ing a proposal regarding joint activities with the FBI in a very sensitive
area from the Bench Mark paper being submitted to the National Security
Council/Special Coordination Committee NSC/SCC) on counterintelligence
programs, and suggesting that it be submitted jointly with the FBI to
appropriate USG authorities. This suggestion is currently being imple-

mented and in so doing has required consultation and meetings with the IBI from the working level to very senior officers.

Mr. Piccolo is an experienced and professional officer requiring a minimum of supervision. He is aggressive, imaginative and has demonstrated his initiative. He writes well and is even stronger in his verbal skills. He can defend his position vigorously and skillfully but is disciplined and will accept the final decision if contrary to his own view without prousing. He has an engaging personality. I would be happy to serve

alth him again either at higs or overseas.

SICRIT



1 September 1978

MEMORANDUM FOR: Mr. Joseph S. Piccolo

CI/LANE Section

SUBJECT : Letter of Instruction

I. Introduction

This LOI is intended to provide you with the general missions and goals of the Operations Coordination Branch (CI/OC) and the specific duties which you, as an officer in the LANE Section, have been assigned.

II. Operations Coordination Branch - General Missions and Goals

CI/OC is responsible for monitoring and coordinating the activities of CIA and other U.S. agencies, and providing appropriate support and guidance to such activities. It conducts CI and Operational Security Surveys of Directorate field stations, and manages certain select, sensitive foreign CI operations. It investigates and issues the necessary approvals for the operational use of all and assists in the monitoring of agent performance for CI purposes. It contributes critiques annually to EPDS on the progress of and in general monitors the counterintelligence performance of CIA elements in accordance with the pertinent protions of Executive Order 12036.

III. The Operations Group was reorganized in December 1977 and its functions and responsibilities were restructured along geographic lines. The effect was an amalgamation of the former Area Operations Branch and the functional branches into three geographic components consisting of an EAAF Section, a EURFR Section, and a LANE Section. Also at that time, the Cicarance Section, formerly the Ops Clearance Branch, R&A Group, was transferred to CI/OC

IV. Specific Duties

As an officer in the LANT Section, CI/OC, your duties are as follows.

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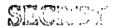
2. To screen non-restricted DDO operational telecommunications in the LA area for selection and routing, of items of CI significance to appropriate Branch and Staff officers.

conjunction with the	the review and coordination, in central referent, of
	eographic area which are and to help
manage certain select,	1
	geographic area, including
and	and

5. To participate in the LANE Section contribution to an overall CI Staff annual evaluation of the counterintelligence program conducted under the Operating Directive of the respective stations in the LA area.

During your tour with CI/OC fitness reports on your per formance will be prepared and based on the provisions of this LOI. Any major changes in your duties will be made in writing with your concurrence and will require your signature to be effective.

I have read and understood the above:



1 September 1978

MEMORANDUM FOR: Mr. Joseph S. Piccolo

CI/LANE Section

SUBJECT

Letter of Instruction

Introduction

This LOI is intended to provide you with the general missions and goals of the Operations Coordination Branch (CI/OC) and the specific duties which you, as an officer in the LANE Section, have been assigned.

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Specific Duties

As an officer in the LANE Section, CI/OC, your duties are as follows.

> F2 PUPPET CL BY 057250

1. Develop and maintain close and effective working relationships with LA Division personnel in support of DDO counterintelligence operations and activities; and to provide guidance and support in the furtherance of those operations and activities.

2. To screen non-restricted DDO operational telecommunications in the LA area for selection and routingof items of CI significance to appropriate Branch and Staff officers.

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by _ manag		·	and other t, foreign	U.S. as	gencies:	and to	help
	4. To	monitor [in your and	geographic	area,	includir	gane	<u>.</u>

5. To participate in the LANE Section contribution to an overall CI Staff annual evaluation of the counter-intelligence program conducted under the Operating Directive of the respective stations in the LA area.

During your tour with CI/OC fitness reports on your per formance will be prepared and based on the provisions of this LOI. Any major changes in your duties will be made in writing with your concurrence and will require your signature to be effective.

I have read and understood the above;

Joseph S. Piccolo

1 Sep. 7 78

John E. Markham

And a state of the

	CLASSIFICATION		
	FITNESS REPORT		
SECTION A	GENERAL INFORMATION	·	- 1
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Operations Officer	DDO/C1/OG/SO	HQS X	X 1105. OF
11. TYPE OF APPOINTMENT		15. TIPE OF REPORT	
X CANFER RESERVE TEMPOPA	1 1		
CONTRACT SPECIAL OTHER	1 Oct 76-30 Sep		IN O.P.
SECTION B	QUALIFICATIONS UPDATE		1
IF QUALIFICATIONS UPDATE FORM IS BEING WORD "YES" IN THE BOX TO THE RIGHT, IF			
SECTION C	PERFORMANCE EVALUATION	V	
U-Unsatisfactory Performance is unocceptable. could range from counseling, or proposed in Section D.	A ruting in this category requires immediate further training, to placing an probation,	to and positive remedial action. The na , to reuseignment or to separation. Dev	ture of the action cribe action taken
M-Marginal Performance is delicient in so taken or recommended should	me expects. The reasons for assigning this r be described.	owing should be stated in Section D and	d remodial actions
PProficient SStrong Performance is satisfactory. D Performance is characterized i	esized results are boing produced in the m	onner expected.	
	n relation to requirements of the work and	in comparison to the performance of at	hers doing similar
	SPECIFIC DUTIES		1
Elst up to siz of the most important specific duties parfo parforms FACH specific duty. Consider ONLY affectives their ability to supervise (indicate number of employee	ess in performance of that duty. All employe		
SPECIFIC DUTY NO. 8			RATING
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SPECIFIC DUTY NO. \$			PATING
Case officer for CI/FBI travel.	project involving ext	ensive	0
SPECIFIC DUTY NO. 3			RATING
Investigation and and/or operations.	de	rived from Agency	S
BPECIFIC BUTY NO. 4	· ·		PATING
Ad hoc assignments; i.e. etc.	C1	CI training of	0
PRCIFIC DUTY NO. B			RATING
·	•		CETTER
To serve as Acting Branch	Chief.		S
PECIFIC DUTY NO. 6	ayan ayaniyang ayan ayan ang ang ang ang ang ang ang ang ang a		BATING LETTER
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			BATING
eke into ecceual everything about the employee which roductivity, conduct on job, cooperativeness, pertinent ; I employee's exercil performance during the reting per	perpand traits as habits, and particular limits	phase or talents. Bound on your browledg	
staly reflects his level of performance.			all
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SEABILITATION

SECTION D

NARRATIVE COMMENTS

Indicate significant strengths ar weaknesses demanstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training Comment on fareign language competence, if required for current position. Amplify or explain ratings given in Section C to provide best basis for determining future personnel action, Manner of performance of managerial or supervisory duties and cost constitueness in the use of personnel, space, equipment and funds, must be commented on, if applicable. If eaths space is needed to complete Section D, ottock a separate sheet of paper.

/Continued/

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SECTION E	CERTIFICATION	AND COMMENTS		
	1. BY	SUPERVISOR		
MONTHS EMPLOYEE MAG BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BE	EN BHOWN TO EMPLOYE	E. GIVE EXPLANATION	
15				. •
25 October 1977	AC/CI/OG/SO		iel R. Niesciur	
	2. BY	EMPLOYEE		
I HAVE OR HAVE NOT A A STATEMENT CONCERNING THE SUPE VALUATION OF MY PERFORMANCE	FHVISOR'S 25 OF	77 105	con S. Piccolo	
	3. BY REVIE	WING OFFICIAL		
impressed by his print plain hard won to do quickly and well project mentione gence surveys has hwrites well. Based and his deep dedica able growth potentiatingly concur in	rofessionalism, or the has done to the has done to the rating to the his broad fiction to the Agenal. He is one of the rating office to the factor of the rating office to the factor of	conscientious co	rear and have been muless and capacity for lat we have asked him ensitive and production several counterint. He thinks well and le, his language skil appear to have consist officers. I unher rades and narrative is the state of the several parative of the several and the	ve clli- he l der-
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	SECRI	ICATION/		

FITNESS REPORT October 1977 Joseph S. Piccolo

SECTION D NARRATIVE COMMENTS - /Continued/

In addressing the specific duties, Mr. Piccolo has been engaged during the past year in the exploitation of which has resulted in of some In the furtherance of this project he supervised, with an even hand, one intelligence assistant. Mr. Piccolo has been called upon to support CI activities requiring in support of joint Agency and objectives. He executed these assignments with a singular degree of professionalism. Recently he organized and ran a CI training course <u>Thi</u>s required the preparation of course material in and personally delivering lectures in the language. Station described this effort as an outstanding contribution to the current task of [efficient and effective counterintelligence organization. More recently, based on previous experience and partici-pation in CI Operational Surveys, he has been designated to head a CI Survey team going to Finally, during the period of this report, due to the absence of the Branch Chief, Mr. Piccolo has served well as the Acting Branch Chief and during his tenure kept work flowing smoothly, efficiently and without change of pace. To sum up, Mr. Piccolo is in the opinion of this rater a solid first class officer whose judgment is totally dependable and whose accomplishments have been significant. We would commend Mr. Piccolo for any assignment in field operations above any of his peers.

25 October 1977

MEMORANDUM FOR: Joseph S. Piccolo, Jr.

SUBJECT : Letter of Instruction

Dear Mr. Piccolo:

This Letter of Instruction sets forth your responsibilities and duties as an operations officer assigned to the Counterintelligence Staff. Your performance of the duties described below will serve as the basis of the preparation of your fitness report. Any questions, clarification or elaboration regarding these instructions should be discussed with the Chief, CI/OG/SO and/or Chief, CI/OG.

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1. Nor	king under the super onsible for the init	vision of the (Chief, CI/OG/S	50, pport
of certain co	ounterintelligence o	perations 🗀 🗀		and
CIA) as well	as anv		with which ("I A
01.17 00 11011	us uity .	To do this c	ffectively yo	
be expected t	to develop and maint:	ain close worki	ing contact wi	th
other compone	ents of this Agency a	as well as offi	cers of other	· U.S.
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available dat the activitie expected that participate a counterintell be expected t	and Agency insta t you will contribute actively in decisions ligence operations as to keep your immediat developments and pro	breast on a con litical factors oblems which co allations overs e sound operati s reached conce ssigned to you.	tinuing basis affecting th nfront eas. It is f onal planning rning those You will al ully informed	of e urther and



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3. In the absence of the Chief and/or Deputy Chief, CI/OG/SO, you will act in his place, assuming all the responsibilities and duties of that job.

Duties

- 4. In fulfilling your responsibilities you will be expected to perform the following duties:
 - a. Operations officer for multiple lead highly sensitive CI project.
 - b. Case officer for project involving extensive
 - c. Investigation and exploitation of CI leads derived from Agency and/or operations.
 - d. Ad hoc assignments; i.e. CI Operational Surveys, CI training of etc.
 - e. To serve as Acting Branch Chief.

Jack Friedlander Chief, CI Staff Operations Group

I have read and understood the above.

Joseph S. Piccolo, Jr.

•	FITNESS REPORT	·	
SECTION A	GENERAL INFORMATION		المساورة والمساورة والمراجعة والمساورة والمساورة والمساورة والمراجعة والمساورة والمساو
025658 Piccolo, Jo	seph S.	12/08/35	M GS-13 DQG
Operations Officer	DDO/CT/OC/AO E SO	1	
	DDO/CI/OG/ΛΟ & SO		X Hos. Dr
13. THE OF APPOINTMENT		12. TYPE OF REPORT	
X CAREER RESERVE TEMPORARY		REASSIGNMENT	SPECIAL PORT DUE IN O.P.
CONTRACT SPECIAL OTHER	01/12/76 - 09/30		per 1976
SECTION B	QUALIFICATIONS UPDATE		11 -
IF QUALIFICATIONS UPDATE FORM IS BEING S WOPD "YES" IN THE BOX TO THE RIGHT. IF NO			
The party of the state of the s	PERFORMANCE EVALUATION		
Cauld range from counseling, to er proposed in Section D. M-Marginal Performance is deficient in same taken or recommended should be		, to reassignment or to septrating should be stated in Sc	pration. Describe action taken
75—Proficient Performance is satisfactory. Desir Performance is characterized by	red results are being produced in the me exceptional proficiency,	numer expected.	
O-Outstanding Performance is so exceptional in	relation to requirements of the work and	in comparison to the perform	nance of others doing similar
work as to warrant special reco	,	* •	
	SPECIFIC DUTIES		
List up to six of the wast important specific duties perform performs EACH specific duty. Consider ONLY effectiveness thair ability to separabe undicate number of employees s	s in performance of that duty. All employ		
SPECIFIC DUTY NO. 1		:	RATING LETTER
· Conduct CI operational surveys			S
To serve as acting branch chie	£		RATING LETTER S
SPECIFIC DUTY NO. 3			RATING
To serve as operations officer	for a multiple lead CI	project.	S
SPECIFIC DUTY NO. 4			RATING LETTER
To case officer a CI project			s
BPECIFIC DUTY NO. 8		1	RATING
	,	. !	LETTER
PECIFIC DUTY NO. 6	kopinere madayusabib irir in ilda inda saba dalar asarbar da kasa sakulur sibaban kan	a principal destribution de contract	BATING LETIER
	EDIADULANCE IN ACCES	NOC.	
OVERALL P	ERFORMANCE IN CURRENT	POSITION	MATING.
die tale account everything about the employee which is reductivity, conduct on jell conjunctiviers is participel po f ampleyee a sweet participalitie during the rating permitted in the confidence of the confid	remail tracks or history, and particular family	tations or tolers. Based on a	specific duties. LETTER
they reflect to level of authorizons	CLASSIFICATION	48 HARRIS ES AV 008	885

SELEBBRICATION

SECTION D .		COMMENTS
		keeping in proper perspective their relationship to averall performance. Stations for tryining. Comment on foreign language competence, if required to
Everant position. Amplify or explain ra	tings given in Section C to provide be	est basis for illetermining future personnel action. Manner of performance a
extra space is needed to complete Section		not, space, equipment and funds, must be commented on, if applicable t
		initiative and has served in several
different roles in th	e period of this repo	rt. These included positions as survey
officer in the Area C	perations Branch for	six months, operations officer in the
		and then acting chief of that branch for
and thoroughness.	he has performed his o	duties in these positions with efficiency
and choroughness.		
		was assigned to the Area Operations Branch
		I operational surveys of two
e.g., as an	By way of explana	ation, a Cl operational survey is defined
as an		
<u> </u>	77.0 51171.0145 070 500	iducted by a team of two or more operations
officers and their fir		or more pages in length. The report is
addressed to the DDO	and the Area Division	Chief and gives them a detailed CI profile
of the Station.		(CO) THE P. P. (CO)
•	,	(CONTINUED)
SECTION E	CERTIFICATION AN	
MONTHS EMPLOYEE HAS BEEN	I. BY SUP	ERVISOR BHOWN TO EMPLOYEE, GIVE EXPLANATION
UNDER MY SUPERVISION		
1 4 DEC 1975	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND GIGHATURE
14 DEC 100	DC/CI Staff Ops Group	p Robert G. L. Wall
	2. BY EMI	
I HAVE OR HAVE NOT A		BIGHATURE OF EMPLOYEE
EVALUATION OF MY PERFORMANCE		Joseph S. Piccolo
	3. BY REVIEWIN	NG OSHCIAL
OMMENTE OF REVIEWING OFFICIAL		
I fully concur with	the comments of the	supervisor. I have been most pleased
of his branch in the a	ibsence of the branch	wed in and taken over the management chief who departed with little warning.
Mr. Piccolo is a hard-	nosed, honest evaluate	or of CI problems. He has, however,
the ability to manage	problems and people w	ith tact and professionalism.
	PPICIAL TITLE OF REVIEWING OF	FICIAL TYPED OR PRINTED MANE AND BIGHATURE
1:1.0		17/-/
Ch Ch	icf, CI Staff Ops Grou	
	4. BY EMPLO	SIGNATURE OF EMPLOYEE
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A CAT ALL ON COME SERVE		
* ** **	CIASSINCA	ATION
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FITNESS REPORT

Joseph S. Piccolo, Employee #025658

SECTION D - NARRATIVE COMMENTS (Continued)

The two countries which Mr. Piccolo helped survey represent widely varying operational and social environments. In both instances, however, the Station Chiefs cabled Headquarters at the end of the field aspect of the survey complimenting the team on the thoroughness and understanding with which they conducted the survey, and commented on the usefulness and practicality of the team's recommendations. It should noted that these cables had considerable impact on DDO management and were used widely in the extension of the survey program into other areas.

Although Mr. Piccolo's field exposure has been exclusively in the Latin American area, he has a widely varied operational background, having served in varying operational capacities in several stations, and he is perceptive in his understanding of operational realities. His personality is positive and outgoing, and in most instances he is able to initiate very quickly a responsive dialogue with fellow officers. He is adaptable in outlook and reads quickly and with understanding; qualities almost indispensible in an activity of this kind. Im sum, Mr. Piccolo approached both Surveys with enthusiasm and a sense of responsibility, completed his written report (he had a different partner in each case) promptly and accurately. He undoubtedly would have been engaged in a third survey except his temporary tour ended and he was assigned permanently elsewhere in the Staff.

The most impressive aspect of Mr. Piccolo's performance and one deserving special mention in this fitness report is his ability with the written word. It is fully accurate to say that the survey reports to which he contributed were much better written than were those of his peers. He has the ability to describe an operational situation in terms which are at the same time meaningful, concise and easy to read. It is a pleasure to read his material and to compliment him on this ability in this report.

SECRET

15 December 1976

MEMORANDUM FOR: Joseph S. Piccolo, Jr.

SUBJECT: : Letter of Instruction

Dear Mr. Piccolo:

This Letter of Instruction sets forth your responsibilities and duties as an operations officer assigned to the Counter-intelligence Staff. Your performance of the duties described below will serve as the basis of the preparation of your fitness report. Any questions, clarification or elaboration regarding these instructions should be discussed with the Chief, CI/OG/SO and/or Chief, CI/OG.

General

	·	~
you are responsible for the	upervision of the Chief, CI/OG/SO, initiation, coordination and support	
of certain		_
	To do this effectively you wi	1 1
he expected to develop and m	aintain close working contact with	•
other components of this Age	ncy as well as officers of other U.S.	
agencies involved in counter	intelligence	•
agencies involved in counter	Intelligence.	
2 Through manuscil of	pertinent cable traffic and other	
2, inrough perusal of	pertinent capie traffic and other	
available data you should ke	ep abreast on a continuing basis of	
	d political factors affecting the	
	s problems which confront	
	installations overseas. It is furthe	
	ibute sound operational planning and	
	sions reached concerning those	
counterintelligence operation	ns assigned to you. You will also 🖐	
be expected to keep your imme	ediate supervisor fully informed !	
	l problems of an operational or	
administrative nature.		

EZ IMPDET CL BY 008885 3. In the absence of the Chief and/or Deputy Chief, CI/OG/SO, you will act in his place, assuming all the responsibilities and duties of that job.

Duties

- 4. In fulfilling your responsibilities you will be expected to perform the following duties:
 - a. To carry out <u>ad hoc</u> operational requirements as may be assigned such <u>as</u> the conduct of CI Surveys at overseas stations.
 - b. To serve as Branch Chief or Deputy Branch Chief as required in the absence of the incumbent.
 - c. To serve as the Headquarters case officer for certain highly sensitive CI operations.

Lawrence M. Sternfield Chief, CI Staff Operations Group

I have read and understood the above.

Joséph S. Piccolo, Jr.

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SECTION C	NARRATIVE COMMEN	NTS .			
Indicate significant strengths or weaknesses demonstrated in current pastion keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give resommendations for training. Comment on foreign lenguage competence, if required for current position. Amplify or explain ratings given in Section 8 to provide best basis for determining future personnel extrum. Manner of performance of managerial or experiency divise and sost consciousness in the use of personnel, space, equipment and funds, must be commented on, if applicable, if extra space is needed to complete Section C, attach a separate sheet of paper.					
which this Officer has just submitted the newly-establish this report combine LOI's which run frothrough 31 July 197 those to be reflect	ned MBO reporting system es Subject's duties as sp om 1 June 1974 to 30 May	sision. Station sccomplishment Goals under and schedule. Consequently, ecified in two previous 1975 and from 1 June 1975 e therefore broader than being formulated as a			
(*) (On specific duties No. 5 and 6, there is so little content or substance associated with these duties as to make a Letter Rating meaningless. The					
DUTY NO. 1	r the operational program	m against the			
targe	t, this officer handles highly proficient manner	agents and a			
		(See Attached Sheet)			
SECTION D	CERTIFICATION AND COM	MENTS			
1	BY EMPLOYEE				
I CERTIFI	THAT I HAVE SEEN SECTIONS A, B, A	AND C OF THIS PEPORT			
DATE	SIGNATURE OF EMPLOYEE				
2.	BY SUPERVISOR				
MONTHS EMPLOYEE HAS BEEN	IF THIS REPORT HAS NOT SEEN SHOWN TO E	MPLOYEE, GIVE EXPLANATION			
UNDER MY SUPERVISION		1			
14					
DATE	OPPICIAL TITLE OF BUPERVIDOR	TYPED OR PRINTED NAME AND SIGNATURE			
7 August 1975	Chief of Station				
3.	BY REVIEWING OFFICIAL				
The assessment given above of Mr. Piccolo's performance seems to be well-balanced and generally fair. His performance as described fits with my knowledge of it. It should be noted that it is very difficult to establish much of an operational record in					
It is to his credit that Mr. Piccolo was able to recruit in the only available—the					
to recruit in the only		is a reliable, dependable officer			
of good judgment.	and diseas has demonstrate the	The state of the s			
I agree with the ra		e given the opportunity to do some			
hing different. A rota	tional tour to another DOO co	mponent would probably be very			
	evelopment and motivation at	this time. I concur in the overall			
usis assessment of his perfet		TIPED OF POINTES NAME AND TIGHTILES			
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NARRATIVE COMMENTS (Continued)

from agents than most Case Officers. His two new recruitments represent the Station's most promising propects against the ______in the long history of ________ It is suggested that this Officer's contribution of only two recruitments (at the very end of his tour of duty) could well be more meaningful and productive than the efforts of a super-salesman whose acquisitions later prove to be marginal or useless.

DUTY NO. 2

Subject conducts Station _______ with

Subject conducts Station with two contacts. His main job is the maintenance of the relationship, an effort handicapped by considerations which oblige him to take but never give, to cancel scheduled training, and to maintain a low profile. Nevertheless he does manage to of interest on the targets, and the relationship does provide him with certain Additionally, this Officer shares the task with the COS of an even more difficult, and less productive effort. Subject's warm and winning personality and extensive experience are key factors in his ability to maintain the relationship at all, which results in clear net gain to the Organization.

DUTY NO. 3

	ceedingly well in the	and
of Erlank-1		of
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is responding to Subjec	18	ERLANK-1
has agreed to a	and this was accomplish	ed very recently.

DUTY NO. 4

In this very small Station, the DCOS function is not a critical one, but when obliged to exercise his authority in this

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NARRATIVE COMMENTS (Continued)

function, Subject has done very well. More importantly, in his several stints as ACOS (during COS illness which required hospitalization and medical consultations out of country), Subject really shone in his performance. He was obliged to deal with the most difficult ever encountered by this rater, and represented and protected Station interests with skill and dignity.

Subject requires little supervision, by virtue of his thorough knowledge and extensive experience in practically every aspect of the mechanics of clandestine operations in Latin America. His avocation is "Administration", in the full sense of the word, and he administers his work load impeccably. The assignment just completed was his first command job, and he has acquired the additional managerial skills necessary for him to progress in his career. There is no question of his additional potential, and it is natural to envision him as a Deputy Chief of Station at a larger Latin American Station, or, better, as a Chief of Base in his next field assignment. He is above average in security and cost-consciousness. He is fluent not only in Spanish, but also in Portuguese, and more importantly, in human relations. He can establish rapport with people at all levels of society.

His personality is a pleasant one. He is low-keyed, soft-spoken, sincère and methodical and establishes natural excellent rapport with his co-workers, both subordinate and superior. While easy to get along with, he still knows how to effectively administer training, guidance, advice and discipline to his subordinates without alienating them. This rater has gutten on well with Subject. His experience, self-confidence and directness are such, however, that he might well he difficult to supervise if there were any kind of personality clash involved. In sum he knows what he is doing, and would be inclined to resent and testat advice of guidance which he might judge as unround. Shile some might consider the trait a shortcoming, this later considers it a strength, overall.

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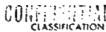
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NARRATIVE COMMENTS (Continued)

If forced to search for a deficiency in his performance
over the past fourteen months under my supervision, it would
be necessary to point to a weak showing in operational and
representational . In the former category,
particularly, he could have spent more and
with and other
purposes. In his regular work hours, however,
which included some nights and weekends, he was more than
gainfully employed in the accomplishment of his assigned
duties. He is not a clock-watcher, but stays with the
and, as well as with the paperwork until they
are completed.

This Officer is the victim of personnel requirements, which has resulted in an Organizational failure to challenge his talents and ingenuity. His re-assignment to the Cuban Operations Section next, for example, will be his fifth assignment in that area in 15 years. It is recommended that he obtain rotational experience in another geographical or functional area, to broaden him.

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6 June 1974 - 30 September 1974 ASAP	
SECTION B QUALIFICATIONS UPDATE	
IF QUALIFICATIONS UPDATE FORM IS BEING SUBMITTED WITH CHANGES, AND IS ATTACHED TO THIS REPORT, PLACE THE WORD YES" IN THE BOX TO THE RIGHT. IF NO CHANGES ARE REQUIRED, MACE THE WORD "NO" IN THE BOX AT RIGHT.	
SECTION C PERFORMANCE EVALUATION	
U-Unvertificatory Performance is unacceptable. A rating in this category requires remediate and positive remediat action. The nature of could runge from counseling, to further training, to placing on probation, to reassignment or to separation. Describe or proposed in Section D.	I the action action taken
M-Morginal Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section D and remainder or recommended should be described.	rdial actions
P-Proficient Performance is satisfactory. Desired results are being produced in the manner expected, 5-Strong Performance is characterized by exceptional proficiency.	
O-Outronding Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others d work as to warrant special recognition.	oing similar
SPECIFIC DUTIES	
Lit up to six of the most Important specific duties performed during the rating period. Insert rating letter which best describes the monner in which e- erforms EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be residently to supervise (indicate number of employees supervised). PECIFIC DUTY NO. 5	
	LETTER
See attached Cable in Lieu of Fitness Report.	
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20 January 1975	Chief	of Station	/s	/ Raymond J. Swider
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STATEMENT CONCERNING THIS EVOLUTION OF MY PROFORMANCE	ALUATION		1	/ Jacob Discola
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	HIS HANDLING	OF ESTABLISHED ASSETS IN	THIS	
FIELD HAS	RESULTED. OVER	THE PAST SIX MONTHS. TR	EBLING	
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AND THIS IS ATTRIBUTABLE APTITUDE ON PART OF THIS ADJUSTMENTS WILL BE MADE OFFICER TIME. (2) AS STATION EXTREMELY STRONG MANNER, THE	E OFFICERS TIME THAN HE MERITS E TO UNFORTUNATE LACK OF NATUS S PARTICULAR CONTRACT AGENT. E TO MAKE BETTER USE OF CASE OFFICER, HE PERFORMS IN AN USING HIS HINNING HAYS WITH ON AIN FOR OUR MISSION. THE CHIEF	RAL	
BECAUSE OF THE FRIENDSHI			
	THICH ARE TECHNICALLY STILL TRECKLER IS NOW IN THE		
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SCENE WITH VITAL INFORMATION CURRENTLY NOT AVAILABRE FROM ANY OTHER SOURCE, THIS ACTIVITY TAKES MUCH LATE HOUR EFFORT TO ENSURE GOOD OPERATIONAL SECURITY, WHICH SUBJECT PERFORMS FAITHFULLY TO HIGH STANDARDS AND WITH GOOD CHEEK.

- (3) DCOS AND OCCASIONAL ACOS, SUPERVISING ___ CLERICAL.
- CONTRACT AND COMMUNICATORS, SUBJECT SHOWS MUCH STRENGTH AND POTENTIAL FOR INCREASED RESPONSIBILITY IN THE FUTURE, HIS LOW KEY AND DELIBERATE SPEECH AND BODY MOVEMENTS ARE MOST DECEPTIVE, HE IS, IN FACT,
- SELF CONFIDENT, PLEASANT, AND FIRM BUT COMPASSIONATE WITH SUBGRDINATES, AS ACOS HE DOES AN EXCELLENT JOB OF DEALING HITH THE MOST DIFFICULT EVER ENCOUNTERED BY THE RATER.
- (4) IN THE SEVEN AND A HALF MONTHS IN WHICH THE OFFICER HAS BEEN UNDER MY SUPERVISION, HE HAS ALWAYS IMPRESSED HITH THE DEPTH OF HIS KNOWLEDGE OF THE FUNCTION AND HISSIGN OF A FIELD STATION, HE IS A "MATURAL" FIELD , INTELLIGENCE OFFICER, HIGHLY FLEXIBLE, HARD WORKING

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AND with the invaluable ability to get along with a wide variety of people at all social and educational levels. From the president of the country to the most

, UPON ARRIVING AT THE

STATION FIFTEEN MONTHS AGO. IN THE WAKE OF THE DISASTROUS

HE SET ABOUT TO INSTITUTE SOME SEMBLANCE

OF SECURITY OVER STATION DOCUMENTS, ESTABLISHED A
SECURE PAPER FLOW ROUTINE, SET UP MISSING FILES AND
SUGGESTED MANY NEW OFFICE PROCEDURES WHICH HAVE CONTINUED
TO THE PRESENT, WHEN THE STATION HAS BURDENED WITH A
PERSONNEL SITUATION IN WHICH THE STATION FINANCES,
LOGISTICS AND SUPPORT HERE NOT BEING MANDLED COMPETENTLY,
SUBJECT STEPPED IN QUIETLY AND ENSURED THAT THESE
ESSENTIAL DUTIES HERE BEING PERFORMED TO ACCEPTABLE
STANDARDS, THAT BURDEN LASTED FOR A YEAR BUT HE NEVER
COMPLAINED OR RECEIVED RECOGNITION, HE IS REMARKABLE
IN THAT HE KNOWS ALMOST EVERY ASPECT OF EACH FIELD
STATION JOB, BY VIRTUE OF MAVING DONE THEM PROFESSIONALLY
MIMSELF IN THE PAST, HE MAS SERVED AS A FILE
CLERA, AN INTELLIGENCE ASSISTANT AND CASE OFFICER, NOW.

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AT THIRTY NINE YEARS OF AGE, HE STANDS IN MY OPINION. HEAD AND SHOULDERS ABOVE HIS GRADE PEERS IN EXPERIENCE, MATURITY, RELIABILITY, DEPENDABILITY AND UNFAILINGLY. GOOD COMMON SENSE, HIS 17 YEARS OF SERVICE IN THE ORGANIZATION, 18 OF THEM ABROAD, HAVE RESULTED IN HIS FORMATION AS JA UNUSUALLY VERSATILE, HIGHLY KNOWLEDGE-ABLE AND COMPLETELY PROFESSIONAL OPERATIONS OFFICER. HIS OPERATIONAL EXPERIENCE OVER THE YEARS HAS RUN THE GAMUT FROM

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PROGRAMS, TO HIS CURRI	ENT DUTIES. AND INCLUDE EXTENSIV	/E
SUCCESSFUL MANAGEMENT	T OF HE IS ABOVE AVERAGE	IN
HIS COST-AND SECURIT	Y- CO NS CI OU SN ES S. K EE PS E XC EL LE NT	,
RECORDS, SPEAKS FLUET	NT SPANISH AND IS A VALUABLE MEM	IBER '
OF THE TEAM.	<u>.</u>	
(5) THE RATER APPREC	IATES THE ROCK-SOLID RELIABILITY	
OF THIS OFFICER, CONS	SIDERS HIM TO BE AN IDEAL DEPUTY	
CHIEF OF STATION, AND	WOULD GLADLY SERVE AGAIN WITH	HIM
	Y TIME. IN VIEW OF HIS PERFORMA	
•	CEPT OF STATION FUNCTION PLUS	
		LAPA.
	OR ADVANCEMENT, HE SHOULD BE GI	
	FOR ADVANCEMENT TO THE NEXT GR	ADE,
AT THE NEXT APPROPRIA	TE CPPORTUNITY	
3. SUBJECT HAS SEEN A	ND SIGNED ABOVÉ ON 20 JANUARY	
1979, E2, IMPCET,	1	٧
•		

5 February 1975

COMMENTS OF REVIEWING OFFICIAL:

Subject: Joseph S. Piccolo 6 June 1974 - 30 September 1974

I concur in the above assessment. As indicated above Mr. Piccolo is a quiet officer but at the same time solid and dependable.

Raymond A. Warren Deputy Chief Latin America Division

> E2 IMPDET CL BY 009560

SECRET

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	FITNES	S REPO	RT			-	er or Review	_			-	-	
SECTION A.				GE	NERAL	INFOR	MATION						
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CONTRACT	SPECIA		TEMPORARY		Sept 1) June 19			A.	DUE IN Q.I	P.,	
SECTION B							MOITAU			***********	-	******	
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rall performance. State petence, if required for oner of performance of id on, if applicable. If
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ENFLOYEE NUMBER: 25658

Section C - Nagrative Comments (Continued)

Subject's performance is strong in hardling the present unilateral sources directed against the internal domestic tarmet. Specifically, he has a thorough understanding and knowledge of the and Subject, however, has not made an effort to develop new potential sources.

In summation, it is clear that Subject has the background, experience and knowledge to perform the tasks in an outstanding manner. Some of these tasks, those that interest him most, he does very well now, Others, that he has determined are not of sufficient value or interest, he disregards. Where Subject must take steps to improve is in his overall attitude towards work to be accomplished. This being a very small station can be a handicap to an officer who must work harder to produce the little intelligence of interest that is available. Subject must spend more of his free time among the local community in an attempt to expand his contacts, contacts that could result in the development and recruitment of now sources.

Subject is well liked and accopted by the American Community. He and his wife enterthin well and his good command of the local language makes him a strong member on this very small team.

Subject keeps excellent records and has done much to improve the records management of the Station. He is careful with organizational funds and his bookeeping is consistently up to date.

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FITNESS REPORT	NOTE: Supervisor or Reviewing Official may assign a higher classification if CONFIDENTIAL is not adequate for the report when completed.											
SECTION A.	GI	NERAL	INF	ORMATION	4							
The control of the co							ADE & SO					
025658 Piccolo, J	oser	oh S.	OU 7	IV/BE OF AS	ИСИИ	8 1				M	GS	-13 D
Ops Officer				wh/5	31 G PT #			. URRE	71 3	INTON		
10. TYPE OF APPOINTMENT					11. 110	1 01 1	1EPO	RT				
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CONTRACT SPECIAL TEMPORARY	1	porting plug 72		(from to) 12 July	73	13. 04	ATE I	REPOR	T DL	JE IN O.	,	
SECTION B PERFORMANCE EVALUATION												
U Unsatisfactory could range from courseling, to or proposed in Section C. M Marginal Performance is deficient in some	further t	raining, to :	placing	en probation	, to re	o Huyam	ent	or tu	sepo	oration. [Pescribe	oction taken
taken or recommended should be described. P—Proficient Performance is satisfactory. Desired results are being produced in the manner expected.												
5-Strong Performance is characterized by exceptional proficiency. Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warront special recognition.												
		SPECIFIC	C D	JTIES								
List up to six of the most important specific duties performe performs EACH specific duty. Consider-OPEF affectiveness their ability to supervise (indicate number of employees si	in perfe	rimance of t										
SPECIFIC DUTY, NO. 1												LETTER
As Deputy Chief of Base, a (including direct supervi- Base Chief during the COB	sion	of		ipervis:) :	ion	of ser	th vi	o w ng	ho as	lo Bact.	ase Ing	s
Serving as senior FI/CI case officer for the Base and as							RATING LETTER					
consultant on ALSOBER/ALPALOOKA matters for other Bases and Station.								0				
SPECIFIC DUTY NO. 3		- 41							4 m	~ And	. 20.0	PATING
Providing informal guidance to the case officers concerning operational and other related problems.							0					
PPECIFIC DUTY NO. 4						BATING LETTER						
Development of new operations: and of new assets.							P					
SPECIFIC DUTY NO 8				ernerandræsen in Schrödiger 9 die				-			-	BATING
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SECTION C	NARRATIVE COMMEN	NTS						
Indicate significant strangths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training Comment on foreign kinguings competence, if required for turnent position. Amplify or explain ratings given in Section 8 to promote best basis for determining future personnel action. Manner of performance of managerial or supervisory duties and cost consciousness in the use of cersannel, space, equipment and funds, must be commented on, if applicable, if estra space is needed to complete Section C, ottach a separate sheet of pages.								
Subject is an also combines with tuning, analysis a During the period exploitation and with CKPOLAR ramin has also served, and provider of grof the Base's open difficult agent can have consistently important but obscis extremely sound During the period demonstrate his impressive. He is objective in his expressives and instructions and instructions are sensibility and syresponses and instructions.	n exceptionally responsible these virtues outstanding the direction of highly conder review he handled of a fications with a substanting his capacity as deputy didance to case officers rations and particularly asses. His unusually keen helped the Base to avoid the cure operational factors. It is a supervisor of a sup	ole and mature officer who ing ability in the fine complex human cases. a most complex and delicate ALSOBER ial degree of success. He base chief, as counsellor concerning virtually all the more complex and intuition and perceptiveness pitfalls and recognize His operational judgement that has had an opportunity and the results have been houghtful as well as he adds elements of ble him to get good ficers and other personnel						
tend to gravitate to him naturally seeking help and guidance and he gives of himself generously in these situations. He has shown								
excellent leadership potential also during the occasions on which he								
has taken over as acting base chief and has not been arraid to take								
SECTION D CERTIFICATION AND COMMENTS								
1. BY EMPLOYEE I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT								
DATE	BIGNATURE OF EMPLOYEE	AND C OF THIS REPORT						
9 July 73	/s/ Joseph Piccolo							
2.	BY SUPERVISOR							
ONTHE EMPLOYEE HAS GEEN IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION								
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED CA PRINTED NAME AND BIGNATURE						
July 73	Chief of Base	/s/						
	BY REVIEWING OFFICIAL							
OMMENTO OF REVIEWING OFFICIAL								
I concur in this excellent rating in all respects. The performance of this fine officer has been superior. He played a crucial role at the Base. He is a strong considerate supervisor with potential for growth. The failure to get out on the street and recruit during								
the past year (I am not familiar with previous experience) can be partly attributed to immersion in the complex, time consuming surfacing/disposal case, but must also be attributed partly to his personality (or at least his mood at that stage of his tour). Subject								
is perhaps more comfortable, or seemed to be during the rating period,								
handling going agen								
	its	which he does superbly, (continued)						
	its	which he does superbly,						

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new initiatives during these occasions, after due thought and consultation, if he thought they were warranted. And he has been an excellent judge of men (and women) and their quality. In his dealings with LNFALL, its various LNBUZZ agencies and their directors he has held up the Base's interests and image well while seeking fair and practical answers and solutions. He has a good sense of economy in monetary as well as other affairs. As he becomes more senior and more exclusively a supervisor and executive he should become more and more effective.

Subject is an excellent operational manager and agent handler who gots the best out of his assets. He is probably not so strong as an operational starter and developer and this appears to be due in part to an instinct to avoid exposure and eschew the glad hand. On the other hand, he has undertaken ____ rather operations starting from scratch during difficult the past six months and has at least proven that he can do this kind of work when it is necessary. In both these cases he may have -tried to move too fast in order to reach [before. his departure but this is understandable. His written work is well conceived and conscientious and perhaps even somewhat above average for case officers of his grade and experience. Like most BKHERALD officers, however, he does not take sufficient pains to achieve simple, clear, forceful expression with the result that, while his best efforts are effective his second best is apt to result in lack of organization and clarity. He should work on this a suggestion might be that he practice avoiding metaphors and adopt a straight declarative sentence style.

In conclusion, Subject's performance has been first class in the most important respects and his relatively minor weaknesses are not incurable. He should have an excellent future as a senior case officer and supervisor, particularly if he attacks and cures these weaknesses. His overall performance in his present tour has been very strong indeed.

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FITNESS REPORT CONTINUATION SHEET

Section D - 3

Comments by Reviewing Official

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FITNESS REPORT						SERIAL NU	MHER
FIINESS REPORT						25658	
SECTION A		GEN	IERA				
1. NAME (Last		(Middle)	Z. DA	TE OF BINTH P. SER	. S. SMAUE	8. 30	
Piccolo	, Joseph S.			Dec 35 M	GS-12	D	·
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	ons Officer			P/WH/5 HECK (A) TYPE OF REPOR			
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. SPECIAL (Specify):	ATE (SPE MINOCITORS	1		SPECIAL (Specify):			
11. DATE REPORT DUE IN	O.P. ~		12. RI	PORTING PERIOD (From-	10-1		
			1 /	August 1971 - 3	31 July	1972	
SECTION B		PERFORMANCE					
could i				s immediate and positive rem probation, to reassignment o			
M-Marginal Perform	nance is deficient in som or recommended should i	ie ospech. The reasons fo be described.	r assign	ing this rating should be stof	ed in Section C	and remedial	actions
		sired results are being pro		in the manner expected.			
	•	y esceptional proficiency			, .		
O-Outstanding Perform work as	nance is so exceptional is to warrant special reco	gnition,		work and in comparison to th	performance of	others doing	ı similar
		SPECIFIC	כ סטי	ries			
manner in which employee performs EACH specific day. Consider ONLY effectiveness in performance of that day. All with supervisory responsibilities MUST be rated on their ability to superviso (indicate number of employees supervised). Senior FI officer with supervisory responsibilities over case officers.							
Station CP off and Base activ CP and related	ities and	coordinating	res	porsibilities function		tion	BATING LETTER
PECIFIC BUTY NO. 3							RATING .
Case officer i	or	sensitive, c	omp	lex,		1	
c	or various h	igh priority	ta	rgots,		İ	s
PECIFIC DUTY NO. 4					,		ATING ETTER
PECIFIC DUTY NO. 8			-	·			ATING
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PECIFIC OUTT NO. 9							ATING
231752							
desires constituentes a respetitional desires, better established	OVERAL	L PERFORMANCE	IH C	URRENT POSITION	```		ATING
Take into account everything about the employee which influences his affectiveness in his current position such as perferenced in the current position such as perferenced from the interpretation of specific duties, productive to the product of specific perferenced from the interpretation of the currence of the currence of the currence of the currenced from the currenced form of the currenced from the currence						as per- , and period,	S

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	NARRATIVE-COMMENTS						
Indicate significant strengths or weaknesses demonstrates in correct excition deeping in proper perspective their relationship to averall performance. State suggestions made for improvemental made serbaramones. Give recommendations for training. Comment on fairing language competence, it required for current reaction. Among a replain ratings given in Section B to provide best basis for determining fautre personnel action. Monnet elegantimes of managerial or supervisory derive and cost consciousness infinites of revenues, pack extremel and faunds, must be reported to complete Section C, attach a repaire where of pages. Subject continues to be one of the strongest officers in the Base and will undoubtedly be a solid line backer and pumber three officer undor the new staffing pattern. The judgment is considered and sound, his operational savvy, experience and talent invaluable. His supervisory functions have changed somewhat since last evaluation, and he now handles case officer) who in turn handle a variety of operations including government as well as CP and an intelligent supervisor with a capability for lighting fires under his charges when necessary. His thorough knowledge and understanding of the ALSOBER and ALPALOOKA fields has earned him the respect of all his colleagues. Like the rest of us, he is not perfect, of course. His performance ever the past year has been less strong on the operational development side and he should shift some of the emphasis of his efforts in this direction in order to achieve a better balanced performance. This will not be easy because at present he is unavoidably saddled with some serious and complex apporational problems (not of his own making) and the demands of his supervision are heavy. However, he is capable of adjusting his time and putting out the necessary offert and we have							
	form come we arise we have						
	(CONTINUED)						
SECTION D	CERTIFICATION AND COMMENTS						
i.	CERTIFICATION AND COMMENTS BY EMPLOYEE						
l.	CERTIFICATION AND COMMENTS BY EMPLOYEE RTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT						
1. 1 CE 2 Aug 1972	CERTIFICATION AND COMMENTS BY EMPLOYEE RTIFY THAT I HAVE SEEN SECTIONS A. B. AND C OF THIS REPORT SIGNATURE OF EMPLOYEE /S/ JOBOPH S. Piccolo						
1. 1 CE DATE 2 Aug 1972 2.	CERTIFICATION AND COMMENTS BY EMPLOYEE RTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT SIGNATURE OF EMPLOYEE						
1. 1 CE 2 Aug 1972	CERTIFICATION AND COMMENTS BY EMPLOYEE RTIFY THAT I HAVE SEEN SECTIONS A. B. AND C OF THIS REPORT SIGNATURE OF EMPLOYEE /S/ JOBOPH S. Piccolo						
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2 Aug 1972 2. MONTH'S EMPLOYEE HAS DEEN DEEN DEEN AND SUPERVISION DEEN TO PREVIEWING OFFICIAL The rating of twery corebral, expensioness, linguistic handling and exploit during the reporting decision to keep a the particularly sense till applies to some remaining months of officer's consideral absets. I strongly	CERTIFICATION AND COMMENTS BY EMPLOYEE RIFY THAT I HAVE SEEN SETTIONS A, B, AND C OF THIS REPORT SIGNATURE OF EMPLOYEE						
2 Aug 1972 2 Aug 1972 3 Aug 1972 3 Aug 1972 13 Aug 1972 Comments of Reviewing Official Tho rating of Service of Serv	BY EMPLOYEE RIFY THAT I HAVE SEEN SETTIONS A, B, AND C OF THIS REPORT SIGNATURE OF EMPLOYEE						

SECTION C - NARRATIVE COMMENTS CONTINUED

no serious doubts that he will do this.

Subject was denied a promotion on the previous round, which represents, in our opinion a lack of recognition of his fine performance and potential. He deserves a promotion and his proper career development demands one.

<u> </u>			. , , , , ,	177		EMPLOYIE SERIAL	NUMBER.
	F	ITNESS REPORT				025658	
SECTION A			ENERA				
T. NAME		First) (Mi-litte)	1	ATE OF BIRTH		4. GHADE 5. 3D	
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	erations Offi	cor	1	P/WH/5	A 351G NAVE, 74	I COMMENT STATIC	774
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3 .					971 -	3 November	1971
SECTION B	-	PERFORMAN	CE EV	ALUATION	•		
U-Unsatisfactory		table. A rating in this catego eling, to further training, to C.					
M-Marginal	taken or recommended i				•	ed in Section C and rem	edial actions
P-Proficient		ory. Desired results are being	•	in the manner exp	pected.		
S-Strong		rised by exceptional proficie				1 4 4	
O-Ortstandina	work as to warrant speci				parison to the	performance of others of	loing similar
		SPECI	FIC DU	TIES			
and Base s	officer wit	h coordinating	g res t han	ponsibil dling fu	ities on	over Station s against	BATHO LETTER
PECIFIC DUTY NO							RATING
Case offic	*	al sensitive,		-		•	
	of variou	8	ta	rgets.			8
PECIFIC DUTY NO	. 4						RATING
ECIPIC DUTY NO.	9		·				BATING
				. '			
SCIFIC DUTT NO.	•						MATING LETTER
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	OVE	RALL PERFORMANC	EINC	URRENT PO	SITION		
rmance of specif recolor limitation	ie dutieë, productivit is ortolonis. Besod o	nplayer which influences y, conduct on jub, coop in your knowledge of an inding to the statement w	erativeni splayee'i	oss, pertinent , overeit perto	personal to	uits or habits, and ing the rating pariod.	
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SECRET

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SECTION C	HARRATIVE CO	MENTS
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responsibilities.	He is of all the Base	ormance, experience and officers most deserving of to this effect is being
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	* an income removance in	•
•	• .	•
	·	
SECTION D	CERTIFICATION AND	OMMENTS
1.	BY EMPLOYEE	
	RTIFY THAT I HAVE SEEN SECTIONS A	B, AND C OF THIS REPORT
3 Nov 1971	SIGNATURE OF EMPLOYED /8/ J	oseph S. Piccolo
2.	BY SUPERVISOR	
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS ME PORT HAS NOT GEEN SHOW!	I TO EMPLOYER, GIVE EXPLANATION
DATE	OPPICIAL TITLE OF SUPERVISOR	TIPED OR PRINTED NAME AND SIGNATURE
3 Nov 1971	Chief of Base	/8/
COMMENTS OF REVIEWING OFFICIAL	BY REVIEWING OFFI	IAL
The COS concurred the subject is vast quiet, unassuming profficer. His abilidetract from his over	ly under-rated in JKL prsonality. But he is ty to handle the most	nis well-written evaluation. NCE, perhaps because of his a strong, very strong, difficult detail should not le is sound as a rock, and by the COS.
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	DESCRIPT STATES ON BRAINGING DESCRI	
3 Nov 1971	Chief of Station	/m/ David A. Phillips
	Uratt	

C-O-N-F-I-D-E-N-T-I-A-L

TRAINING REPORT

	Late
TRAINEE: Piccolo, Joseph S.	OFFICE: WH
FURPOSE AND SCOPE OF COURSE:	
	proficiency training in the use of
wenpons for self-defense and in	the techniques of defensive driving
ACHIEVEMENT RECORD:	:
This is to certify that Mr.	Piccolo has satisfactorily
completed the prescribed course of	or instruction.
OR THE DIRECTOR OF TRAINING:	,
	Chief, Special Activities Branch
	Chief, Special Activities Branch

C-O-N-F-1-D-E-N-T-1-A-L

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ł			EITNE	SS REPORT				F.MP	COVER	SERIAL	NUMBER
025658						•					
SECTION A				GEI	IERA	L		-			
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	colo		seph	S		08/35	M	GS-	12	D	
6. OFFICIAL POS	ITION	TITLE			7. 0#	FIDIVIBR OF	ASSIGNMENT	ال حسا	RENT	STATION	
		icer				ZNH/Bran		<u> </u>			
P. CHECK (N) TY	PE OF		<u> </u>		10. €	HECH (%) TYPE	OF REPOR	T	T		
CAMEER		MESERVE		TEMPORARY	 	ANNUAL		├	-		SUPERVISOR
SPECIAL (S			ructions	- Section C)	XX	SPECIAL (SIM	cafe la	<u> </u>			- Lariante
11. DATE REPORT					12. RI	PORTING PER		10-)			
		~			23	June 19	70 - 3	l De	cem	ber 1	970
SECTION B	٠ :	· · · · · · · · · · · · · · · · · ·		PERFORMANCE	EEV	LUATION					
U-Unsatisfactory	eould	range from cou posed in Section	inseling, t in C.	A rating in this category o further training, to pla	cing on	probailan, to re-	assignment or	to sepo	ration.	Describe a	chon taken
M-Margi <u>nal</u>	Perfor taken	mance is deficie or recommende	ent in som d should i	e aspects. The reasons fa be described.	r ossign	ing this rating sh	ould be state	d in Se	ction C	and temes	dial actions
P-Proficient				sired results are being pro		in the manner ess	pected.				
S-Strong				y exceptional proficiency							
O-Outstanding		mance is so except to warrant spi					parison to the	perfora	nonce o	of others do	oing timilar
				SPECIFI	C DU	TIES					
manner in which e	mplaye	e performs E	ACH spe	ution performed durin cific duty. Consider ed on their ability to	ONLY	affectiveness	in performa	nca of	that	duty. All	
SPECIFIC DUTY NO	5, 1										RATING
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PECIFIC DUTY NO											RATING
Handles St	atio			m; makes rec tional impor			tempts,	rui	ns a	igents	LETTER
PECIFIC DUTY NO											RATING
Coordinate	s Fl	CP act	ivit	les of the		Bases i	in				S
PECIPIC DUTY NO	, 4			•							NATING LETTER
Handles fu	nds	and mat	eria)	ls, and fina	ncia	al accoun	tings,				s
PECIFIC DUTY NO.	. 8		·								RATING LETTER
PB CIPIC DUTY NO.	. •					· <u></u>	1 0	FEP	1971	7	BATING LETTER
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Reviewed by OP/SCO, PPB

SECTION C

overal an las	I performance. State suggi- elyn language competence, for determining future persi use of personnel, space, e n C, attach a separate shei	estions made for improvement of work perform trouved for current position. Amplify a connel action. Manner of performance of missing the comment and lands, must be commented or et of papers by the commented or et of papers by the commented or et of papers by the commented or et of papers by the commented or et of papers by the commented or et of papers by the commented or et of papers by the commented or et of papers by the commented or et of papers by the commented or etc.	inton keeping in proper perspective their relationship a formance. Give recommendations for training. Commen or explain ratings given in Section B to provide best nonagerial or supervisory duties and coar consciousness on, if applicable. If extra space is needed to complete d for a solid performance.
jun: sol:	This rating o ts over the pas ior position to id performance	fficer has worked with t t ten years. During the his present grade and i	Subject on a number of assign- nis time he has risen from a ver responsibility due to steady, tions; i.e. he gets out into the
visc tion	or of a profess as his experience	ionally conducted recruice against a hard target	Subject was on-the-scene super- litment attempt. In such opera- et (PBRUMEN) has been evident.
inte supe full uses	rseas tour, and ernational acces ervision one of y been moved in	includes. He makes them all we the Station's moderately not the	RS, including one on his first luding one of considerable work on target. Under his ly useful agents has successand handles Station JMROD
		·	d materials is impeccable.
SECTION		CERTIFICATION AND CO	
1.		BY EMPLOYEE	WANTELL 13
'''	10	ERTIFY THAT I HAVE SEEN SECTIONS A. B.	A. AND C OF THIS REPORT
DATE	·	SIGNATURE OF EMPLOYEE	
19	Jan. 1971	/s/ Joseph S. Piccol	lo
2.	,	BY SUPERVISOR	
MONTH'S UNDER	EMPLOYEE HAS BEEN MY SUPERVISION	IF THIS REPORT HAS NOT GEEN SHOWN T	TO EMPLOYEE, GIVE EXPLANATION
DATE		OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
12	Jan. 1971	cos	David A. Phillips
3.	<u>,</u>	BY REVIEWING OFFICE	IAL '
	like to cite :	with the evaluating off:	ricer's comments and would legree of professionalism and performance.
UAT 0		OFFICIAL TITLE OF MENIFORM OFFICIAL	AL TYPED OR PRINTED NAME AND SIGNATURE
		DC09	
1 20	Jan. 1971	DCO3	
		SECRET	•

FITNESS REPORT - HOWARD A, TRECKLER

SECTION C (CONT'D)

enhance the LNCUFF image generally. Previously fluent in Spanish, Subject speaks well after only a few months in

In short, Subject is a solid, professional officer, with his eye and his actions always on the target. He maintains his forward thrust within a framework of prudent judgment, and is maturely deliberate in deciding to take a risk. That's the name of the game.

It is requested that Subject's name be placed on the list of officers being considered for promotion.

Review of the Or SPD TPB

•	p		271				
Date of Report	1 50	LEGE TREFORT	il	form and		 •	
Joe o Meport	J	050				1 1111	
19 May 1970				Seeking		-	
Student Names		Offices	7	F 31 Cc - 7 /			
PICCOLO, JOSEPH S.		WH	1 .	# instructor		1 4	
			⊿ ~	Gefic	dal Tes	t vico	
Courses		Inclusive Dates		Hours of	lastru	ction	
FULL-	TIME	01/05/70-04/23/70		Scheduled 49	r Actua		
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above average, superior	when com	pared against establi	shed st	andards for su	igh trai	ining).	
Speaking	<u> </u>	fural Comprehension	1	Preding Com	odenensi	ion	
ABOVE AVERAGE	<u>:</u>	ABOVE AVERAGE	<u></u>	ABOVE AVE	RAGE		
		PERFORMINCE FVALUET	TON	***			
This student, with no experience in							
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See reverse side for add	tional (comment				•	

For the Director of Trainings

14 00000

: SECRET

Instructor

University Department Chief

Approximation

Language School/OTR

use the preposition with certain verbs requiring the use of a preposition with dependent infinitives.

In my judgment, the student already has the ability to use the language effectively in basic, every-day situations. After a matter of months in the foreign environment he should be able to function effectively in all job-related situations. Because he was extremely diligent and conscientious, he would be an excellent candidate for further language training.

Same Section settles and

Disk.

U-Unsatisfactory Performance is unocceptable. A rating in this category requires unmediate and positive remedial action. The nature of the action could range from counseling, to further training, to placing an probation, to reassignment or to separation. Describe action taken or proposed in Section C. M-Marginal Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section C and remedial actions taken or recommended should be described. P-Proficient Performance is softcoctory. Desired issults are being produced in the monner espected, Performance is characterized by exceptional proficiency. O-Outstanding Performance is confectived by exceptional proficiency. SPECIFIC DUTIES ist up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the anner in which employee performs EACH specific duty. Consider OHLY effectiveness in performance of that duty. All employees ith supervisory responsibilities MUST be rated on their ability to supervise indicate number of employees approximately. PATING PATING INCIPIC DUTY NO. 2 PATING INCIPIC DUTY NO. 2 PATING PATI				f Bha	1111-1 Inj			
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SECTION C	NARRATIVE (COMMENTS
overall performance. State so on foreign language competen	uggestions made for improvement of war ice, if required for current positions. An	t position keeping in proper perspective, their relationship to k performance. Give recommendations for training, Comment plify or explain ratings given in Section B to provide best
in the use of personnel, space Section C, attach a separate	e, equipment and lunds, must be comme	e of managerial or supervisory duties and cost consciousness nted un, il applicable. Il extra space is needed to complete
Subject get	s an "S" across the bo	ard for a solid performance.
This rating	officer has worked wi	th Subject on a number of assign-
ments over the pa junior position is solid performance	ast ten years. During to his present grade a	this time he has risen from a very nd responsibility due to steady, rations; i.e. he gets out into the
Only a few o		t Subject was on-the-scene super-
visor of a		. In such opera-
tions his experie	ince against a hard tai	rget (PBRUMEN) has been evident.
Buhdaah da a		CERS, including one on his first
overseas tour, as		lncluding one of considerable
Oversonic tour, an		ll work on target. Under his
supervision c	of the Station's	has success-
fully been moved		Subject
		(and handles Station JMROD
asigments).	THE HER CONT. PARTY POLY	(Mind industria penerant annon
Han I & Hand II fo) .	•	
Edm bondlidge		and materials is impeccable.
HIR USEGIING	or money and records	and materials is impercable.
		with their colleagues, and
ECTION D	CERTIFICATION AND	The state of the s
	BY EMPLOY	E G .
	I CERTIFY THAT I HAVE SEEN SECTIONS	A, B, AND C OF THIS REPORT
ATE	SIGNATURE OF EMPLOYEE	
19 Jan. 1971	/s/ Joseph S. Pic	colo
,	BY SUPERVIS	
ONTHS EMPLOYEE HAS BEEN NOER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SH	OWN TO EMPLOYEE, GIVE EXPLANATION
ATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
12 Jan. 1971	cos	David A. Phillips
	BY REVIEWING OF	
SMMENTS OF REVIEWING OFFIC	IAL	
		57
I noring	with the evaluating of	officer's comments and would
		degree of professionalism
Aurea cumtac	terises Subject's att:	read the barrotmune.
		1
* 6	CPP CC CAL FIFE UP ME wie Michigen	Trial tersions of Painter Name and Sunarung
20 Jan. 1971	DCOS	
1314		

FITNESS REPORT - HOWARD A. TRECKLER

SECTION C (CONT'D)

enhance the LNCUFF image generally. Previously fluent in Spanish, Subject speaks well after only a few months in

In short, Subject is a solid, professional officer, with his eye and his actions always on the target. He maintains his forward thrust within a framework of prudent judgment, and is maturely deliberate in deciding to take a risk. That's the name of the game.

It is requested that Subject's name be placed on the list of officers being considered for promotion.

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			****				FMPLOYEF SERIAL	4U 4 4F#	
FITNESS REPORT						025658			
SECTION A GENERAL									
1. NAME (Lest) (Frest) (Middle) IR. DATE OF BIRTH 18, SEA 6. GRADE 3. SD									
Piccolo, Joseph S. 12/08/35 M GS-12 D									
6. OFFICIAL POS	IITION TITLE						. CURRENT STATIO	N	
Ops 0111c					PZWUZCOC		<u>Headquart</u>	ors	
9. CHECK (#) TIPE OF APPOINTMENT : 10 CHECK (%) TYPE OF REPORT									
X CANEER	INFSERVE		TEMPORARY	+	INITIAL		REASSIGNMEN		
SPECIAL (novisinual (See insti	nellone .	Section C)	X	SPECIAL (Spe		REASSIGNMEN	TEMPLOISE	
II. DATE REPORT				18. 8	PORTING PER		p-)		
January 1	*			1			31 Decembe	r 1969	
SECTION B	010	-	PERFORMANC			1000 -	DI Decembe	I ADOD	
U-Unsatulactory		nseling, fo	rating in this categor		s immediate and		dial action. The nature of separation, Describe of		
M-Marginal	taken or recommended	i should b	e described.	_			I in Section C and reme	dial actions	
P-Proficient			ired results are being p		in the manner exp	secred.			
S-Strong O-Outstanding			esceptional proficienc	•				_	
O-Outstanding	work as to warrant spe	eial recog	nition.			parriso to the	performance of others d	oiud elwirat	
			SPECIF	C DU	ries				
1. Is responsible for providing Headquarters' guidance and support to WH/Miami and other Field Stations concerning operations; corresponds with the Field. PAGIFIC DUTY NO. 2 2. Is Headquarters case officer handling several 3. Maintains liaison with Office of Communications, TSD, Security, Finance, Cover, and other Headquarters components. Security Out No. 1								BATING LEGTER	
			the Division activities,	n an	d the DD	P conce	rning	P	
6. Monitors developments in Cubs affecting the conduct of our							P		
PETITIC GUTT NO 1								107700	
7. Supervisos an intelligence sasiatant and a secretary.								s	
	OV.	ERALL	PERFORMANCE	IN C	IRRENT PO	HTION			
OVERALL PERFORMANCE IN CURRENT POSITION abo into our ownt prompting about the employee which influences his effectiveness in his a wreat pastrian such as particularly and outside and entire duties, productivity, and/or on job, cooperationess, pertinant personal mails or braits and entirules limitations at televist. Based on your brewledge of employee's averall performance during the rating ported, two the letter in the rating bas antespending to the streament which mast according to the rating bas antespending to the streament which mast according to the rating bas antespending to the streament which mast according to the streament.								8	
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SECTION C	NARRATIVE COMMENTS						
overall performance. State sugge- on foreign lunguage competence, it has a for determining future perso- in the very of personnel, space, ya- Section C, attach a separate when (This report with, Subject's in elsewhere. The wr vision of Subject In what follows, t supervisor and the	recknesses demonstrated in current position keeping in prostrains made for improvement of work performance. Give red draquired for current position. Amplify or explain ratings need action. Managerol performance of managerial or supervision and funds, must be commented on, furplicable. Is being written not by, but after is being written not by, but after is one step removed from "Immediate supervisor, who is temporater is one step removed from "Immand has worked with him only sin there is no difference of opinion writer, and statements hot spectate other represent the judgmen	commendations for training. Comment given in Section B to provide best prisory duties and coat ronsciousness feetra space is needed to complete er consultation parily assigned mediate super-ce October 1969, botween the ifically at-					
ing and has r beyond his co to support su	is an experienced officer whose is by definition difficult a ecently become more so owing to entrol. Despite this situation had coessfully the most productive the Agency has.	and frustrat- developments					
Subject's par control over case, it is to	of a major period was due not to any defict t but rather to a general lack of the operation from its inception, o Subject's credit that he wrote analysis and damage report on the	? Agency In any a candid					
SECTION D	CERTIFICATION AND COMMENTS						
1.	BY EMPLOYEE						
	rtify that I have seen sections a, B, and C of this r	EPORT :					
30 Jan 1970	SIGNATORE OF EMPLOYEE	-Co					
2.	/ BY SUPERVISOR						
PIS SEE A WEE	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIV	R EXPLANATION					
UATA	OPPICIAL TITLE OF SUPERVISOR TYPED OR P	RINTED HAME AND STONATURE					
20 1 1974		sent Breeze					
10 por cared 1/16		O. Brown					
BY REVIEWING OFFICIAL Based on 3 months experience in dealing with subject I have found him to be a thoroughly professional operations officer who shows good judgement and makes good use of his field experience in carrying out his function as COG's case officer. He performs with a minimum of supervision and is most perceptive in monitoring activities and events related to his area of activity. I believe Mr. Piccolo has considerable potential for moving up to more important positions.							
3 February 1970	Deputy Chief, WI/COG Weste	y/L. Laybourne					

SECTION C

NARRATIVE COMMENTS

/continued/

Subject's in-house liaison has been effective, as has his liaison with the (Supervisor). It does not appear that liaison with the

operational matters has been used to its fullest potential, although it should also be noted that this responsibility is not purely Subject's.

Subject appears to be a thoughtful and effective supervisor who is concerned with the further training and development of those under his supervision (Supervisor).

TUCHNIC	AL SERVICES DIVISION TECHNICAL SCHOOL
	Training Report
	PICCOLO, Joseph S.
	3. June 1969
. OBJECTIVE	
	de a general knowledge in:
a.	Included are representative samples of:
	, ; ; ; ; ; ; ; ; ; ; ; ; ; ; ; ; ; ; ;
ъ.	The philosophy, purpose, considerations and manageability of systems; including security, reliability and feasibility of
•	
	INSTRUCTOR TSD/TECHNICAL SCHOOL

						(771170	•,		EMPL	DYEE	SERIAL	NUMBER
	•			FITNE	ESS R	EPORT				1			
SECTION A GENERAL 025658													
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6. OFFICIAL POSITION TITLE 7. OFFICIAL POSITION TITLE 7. OFFICIAL POSITION										>~			
Ops Officer DDP/WH/2 MANAGUA													
9. CHECK (X) TYPE OF APPOINTMENT . 10. CHECK (X) TYPE OF REPORT CAREER RESERVE TEMPORARY INITIAL REASSIGNMEN													
CAREER RESERVE TEMPORARY INITIAL REASSIGNS CAREER-PROVISIONAL (See instructions - Section C) ANNUAL XX REASSIGNS													
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11. DATE REPORT DUE IN O.P. 12. REPORTING PERIOD (From to)													
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SECT	ION B				·PI	RFORMAN	CE EV	LUATION					
	W • Weak Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this catagory requires positive temedial action. The nature of the action could range from counseling, to further training, to placing an probation, to reassignment or to separation. Describe action taken or proposed in Section C.										a placing on		
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-	roficient							s are being pro	duced in a p	volicie	ńt ma	inner,	
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0.5		others	doing simil	ar work a	10 W	arrant specie	al recogn	ition.	und in com		10 11	e perior	mones of
	e i		•			SPECI	FIC DU	TIES					
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PECIP	IC DUTY NO	ь э Ha	indling	of o	ne E	'I opera	tion	(ERRATIC	-5) and	d of	ot	her	PATING
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cos.	•	•	,	,									3
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SECTION C	NARRATIVE COMMENT	T\$								
overall performance. State sugge on foreign language competence, basis for determining future perso	stions made for improvement of work performa If required for current position. Amplify or ex	Resping in proper perspective their relationship to since. Give recommendations for training. Comment splein ratings given in Section B to provide best spleid or supervisory duties must be described, if								
and	was notable in his effor han simply sit back and a	to to orangalical train, detect the intelligence								
product. His	is the single and it could not have bee	e most important operation								
working relationshi	ps with personnel of the	were								
pased on mutual friendship and respect and that service was assorry										
	o see him leave as was the Station. He also earned the friendship									
	nd respect of his calleages andpersonnel of all									
	success in his dealings	<u>with administrat</u> ive								
personnel of the										
flatly objective above years standing and wan officer of rare p	t for the rating officer out this fine employee who who impressed the rating cootential. His tour in Maly (illness and death of a	o is a friend of many officer years ago as anagua was cut short								
which set into motio	on a transfer which could	not later be reversed.								
Despite the pressure	es of this tragedy, this e	employee performed at.								
a high level through	nout this servicemin Manag	ua and both he and								
his charming wife pr	roved outstanding examples	of "true grit." His								
tour in Managua prov	red him once again to be a	mature, competent								
professional who sho	uld be able to advance to	high positions in the								
prganization. He ac	copts responsibility well	acted without hesitation								
SECTION D	CERTIFICATION AND COMME	ENTS (continued)								
1.	BY EMPLOYEE									
	<u>RTIFY THAT I HAVE SEEN SECTIONS A, B, AN</u>	D C OF THIS REPORT								
11 Feb 1968	SIGNATURE OF EMPLOYEE	R								
2.	BY SUPERVISOR									
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION 9 months	Employee left PCS prior Should be shown to be shown to him a	to preparation of report,								
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE								
15 January 1969	Chief of Station	/s/ Robert T. Shaw								
2. COMMENTS OF REVIEWING OFFICIAL	BY REVIEWING OFFICIAL									
	the rating officer's eval	uation of Mr. Piccolo.								
		l								
	`	<u> </u>								
•										
PATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPEO OR MEMTED NAVE AND SIGNATURE								
· Hern	C/WH/2	Edwin M. Terrell								

S-E-C-R-E-T

SECTION C, continued

when serving as Acting Chief of Station during the COS' absence on home leave. He has rare ability to see the relevant and has the courage of his convictions—will argue a point. Physically slow moving—given to ambling like a tired old bear—he can be quite deceiving in an age which seems to specialize in rapidly moving young men-on-the-go. There is no wheel spinning about this officer and no sham. He has his eye on the future and moves along relentlessly in that direction. Obstacles bother him but don't deter him. He is in short a steady, dependable man with forward momentum.

One area in which he could use some improvement is in his writing. This has been discussed with him. The rating officer has recommended that he take a course in effective written English. His writing is at times vague and convoluted.

His fine performance was rewarded in September 1968 with a much-merited grade promotion so he cannot be recommended for promotion at this time. It is recommended, nowever, that he be given a position with head room to allow for advancement to higher grade as soon as he is eligible. The rating officer would be pleased to serve with this officer at any time, any place.

S-L-C-R-E-T

			(0,,01)				·			
FITNESS REPORT							EMPLOYEE		NUMBER	
							0256	58		
ECTION A GENERAL L. NAME (Last) (First) (Middle) (8, CATE OF BIRTH 3, SEX 4, GRADE 9, 90										
I. HAME										
8. OFFICIAL POS		opii o)	_	F CIN BR OF		GS-11		<u> </u>	
	ps Officer		•		MH/T		Mexico			
P. CHECK (X) TYP	R OF APPOINTMENT	•		10. C	HECK (A) TYPE	OF REPORT				
XX CAREER RESERVE TEMPORARY INITIAL REASSIGNMENT										
CARRER-PROVISIONAL (See instructions - Section C) XX : ANNUAL XX REASSIGNMEN										
SPECIAL (Specify): 11. DATE REPORT DUE IN Q.P. 18. REPORTING PERIOD (From- to-)										
I DATE REPORT	DOE IN OLF			1	y 1966 -		-	967		
ECTION B			PERFORMANC					-		
W - Week Performance ranges from wholly inadequate to slightly loss than satisfactory. A rating in this category require positive remodual action. The nature of the action could range from counseling, to further training, to placing a probation, to reassignment or to separation. Describe action taken or proposed in Section C.								placing on		
A · Adequate	excellence.			.,				,	ancy no	
P - Proficient	Performance Is more					oduced in a p	volicient mai	nnef.	1 1	
S - Strong O - Outstanding	Performance is char Performance is so a			•	*	and In com-	sadens to the		- 1	
O - Obratanoing	others doing similar					and in com	partison to the	perrore	nance e/	
			SPECIF	C DU	TIES					
List up to aix of the most important specific duties performed during the rating period. Insert rating letter which best describes the namer in which employee periorms EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees rith supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).										
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ECIFIC DUTY NO.	·					1.777				
	onal planni	ng (ta	rget analy	sis	etc.)	OA 13	•	•	RATING LETTER	
ECIPIC DUTY NO.	4								RATING	
Program:	ing and ha	ndling	of covert	act	ion acti	lvitios	J115	Č.	s	
ECIPIC DUTY NO.	•	~~~~~					·		BATING	
			,				pf 21		LETYER	
Reportin	g and proce	essing	of intell	1ger	ce infor	mation			P	
ECIPIC DUTT NO.	•								LATING	
U DE C Paris										
	() 01	VERALL	PERFORMANCE	IN C	URRENT PO	SITION				
rmance of specifi recular limitation	verything about the is duties, productive a or telents. Resed he esting has carres	ity, condu I on your b	et an job, coaper inominage of amp	attenda leves's	th pertinant system	personal tra	its or hobits, ng the toling	end period	S	

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SECTION C	NARRATIVE	COMMENTS

Indicate significant strengths or weaknesses demonstrated in current position beoping in proper perspective their relationship to overall performance. State eaggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify is papilar, rainguistiving in Section B to provide basis for determining future personnal action. Manner of performance of remongerial or supervisory duties and cost consciousness in the use of personnel, 1970, savigment and lunds, must be commented on, if applicable. If extra space is needed to complete Section C, attach a separate sheet of paper.

This young case officer has displayed considerable professionalism after only a relatively short time in the clandestine operations field. He is very versatile and resourceful and has shown a high amount of initiative. He is at his best as an agent handler and has developed close relationship with the assets entrusted to him. He has been helped in this by a high degree of fluency in Spanish and his pleasant personality. His reporting, particularly his calbe writing still leave room for improvement, but on the whole, this officer has been one of the mainstays of the PBRUMEN Section during his tour, which unfortunately has been marred by poor health.

			1 *	•
SECTION D	CERTIFICATION AND CO	DIMENTS		
1.	BY EMPLOYEE		***	
1	CERTIFY THAT I HAVE SEEN SECTIONS, AND	B, AND C OF THE	SREPORT	
30 May 67	SIGNA			s/ Joseph 8.
2.	BY SUPPLY THE			Piccolo
nonths supervision 16 months	SP THIS REPORT HAS NOT BEEN SHOPN	TS EMPLOYEE,	DIVE EXPLANATI	ON
DATE	OPPICIAL TITLE OF SUPERVISOR	TYPED OF	PRINTED NAME	AND BIGNATURE
30 Nov. 1967	Ops Officer			•
3.	BY REVIEWING OFFICE	IAL		
is an excellent or under official work, however, a	cur with the comments of case officer suitable fal cover. He needs furt and at a convenient mose tensive training in reposects.	or assign ber train nt in his	mont eith ing in we career w	or outside itten staff ould benefit
AVE	OPPICIAL TITLE OF BEVIERING OFFICE	7 * # 8 4 4 4		100 1-4941 484
- 30 Nov. 1967	Chief of Station			

S-E-C-R-E-T

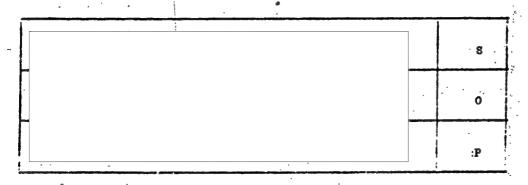
Training Report

Field Finance and Logistics Course (Three Weeks, full time) 120 hours	No. 5 -68 18 March - 5	6 April 1968 (date)
Student : Pie colo , Joseph		
Year of birth: 1935	Office	: WH
Grade : GS-11	Service Designation	
EOD Date : 0862	Number of Students - I	Logistics:
COURSE OBJECTIVES		•
The principal objective of this logistics and finance responsibiliti III field stations. The course fami regulations, and procedures as they travel, personnel and physical securis placed on practical applications;	les at Class B or C and liarizes students with pertain to finance, lo ity at a field station	Type II or techniques, gistics, foreign . Emphasis
		•

ACHIEVEMENT RECORD	• •	,	
	 43 644		

Grades are given in accordance with the fitness report system. (Weak, Adequate, Proficient, Strong, and Outstanding)

TEST RESULTS:



HARRATIVE COMMENTS:

Mr. Piccolo had difficulty in the computation of per diem. If his future duties will include responsibility for travel, I suggest that additional instruction in per diem computation be given him.

FOR THE DIRECTOR OF TRAINING:

Instructor

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		mr=,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,					PMPLOTEE	BERIAL P	NUMBER
		FITNESS RE	:PURT				0256	58 4	
SECTION A			GE	NERA	<u> </u>				
1. NAME	, (2.00C)	(First)	(Middle)		TE OF BIRTH	3. 3EX	4. GRADE	8. 80	
	PICCOLO	Joseph	S.		15 W 130		00-10	1 3	
Ops Of i				1	DP/WH-1	133IGNMENT			l
		*		-	HECK (X) TYPE	05 35 8081		CIty	
9. CHECK (X) TYPE OF APPOINTMENT 10. CHECK (X) TYPE OF REPORT A CAREER RESERVE TEMPORARY INITIAL WAY REASSIGNMENTS									
CAREER-PROVISIONAL (See theirstime - Section C) . ANNUAL REASSIGNMENT									
SPECIAL (Specify): 4									
11. DATE REPORT DUE IN Q.P. 12. REPORTING PERIOD (Prom- to-)									
CCC CON D		DE	RFORMANCI	EFW	June 1966	to Sente	+-irem 101	56	
SECTION B	Performance range					-faster A		1	
W - Weak A - Adequate	positive remedial probation, to reas Performance meet excellence.	ection. The nati signment of to s	ere of the acti eperation. De	on cou	ild range from c ection taken (ounseling, (or proposed	la further tro In Section C	ining, to	placing on
P - <u>Proficient</u> S - Strong	Performance is mo		•		• •	duced in a j	roficient m	enner.	
	Performance is so others doing simil	exceptional in r	elation to req	uireme	nts of the work	and In com	parison to ti	he perform	ence of
		, ,	SPECIFI						
nanner in which er vith supervisory re	he most important s nployee performs E raponsibilities MU:	ACH specific de	ny. Consider	ONLY	effectiveness	in performa	nce of that	duty. All	employees
Accest bond	•	oftention.	Commence			4			PATING
agents incl	ling and expl luding	OTERETON.	Lerves as	s cas	e officer	to a vai	riety or		0
Administrat funding, et	ive manageme	nt of proje	et activi	ties	including	account	dme,		RATING LETTER
PECIFIC DUTY NO									RATING LETTER
Operational etc.	netering?	including c	ent e st re	rort	s, operati	oml pro	grees re	erouts,	C
PECIFIC DUTY NO.	. 4								MATING LETTER
Reporting and dissemination of intelligence information						S			
PECIFIC DUTY NO.	. 8								MATING
Tarret anal	rais; prepar	ition and di	n pl amenta	tion	of plans	for new	operatio	TIS	р
ECIPIC DUTY NO.		· · · · · · · · · · · · · · · · · · ·		.,,		•			RATING LETTER
Conception a operations	ent initiatio	in of covert	t action ;	nroet		pert of	1.1/6.		
	C	VERALL PER	FORMANCE	IN C	URRENT PO	SITION			
urmance of apeciful articular limitation oce the forter in t	transpilling about the le duties, producti is at raights. Boss he saths bus corre	ivity, conduct and an your know	n job, coaper: ledge of empl	ativard apaa*i	itt, perlinent i everall perle	personal tra	ng the tetin	g period	887164 68778#
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<u> </u>	(Then Filled In)	
SECTION C	NARRATIVE COMMENT	
Indicate significant strengths or overall performance. State sugge on foreign language competence, basis for determining future perso in the use of personnel, space, ec Section C, attach a separate shee	weaknesses demonstrated in current position has stions made for improvement at walkfulfilling if required for current position. Amplify or expense action. Manner of performance of manage actionent and funds, must be commented on, if it of paper.	esping in proper perspective their relationship to the Give recommendations for training. Comment old is this training of the section B to provide best trial or supplivious duties and cost consciousness applicable. If extra space is needed to complete
detail under this se officer (May 1966). imminent transfer of been turned over to is felt that he shou he can be spored for	this employee. His health les ld be sent to MOLADY for a comp the time required.	t ore keed by the same rating
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SECTION D	CERTIFICATION AND COMME	WIZ
	ERTIFY THAT I HAVE SEEN SECTIONS A. B. AND	C OF THIS REPORT
DATE	SIGNATURE OF EMPLOYEE	
9 September 1966	/s/ Joseph S. Piccolo	•
1.	BY SUPERVISOR	-
HONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION 4 MONTHS 1334	IF THIS REPORT HAS NOT BEEN SHOWN TO EM	PLOYEE, GIVE EXPLANATION
11 months PCS	OFFICIAL TITLE OF SUPERVISOR	TYPED OF PRINTED NAME AND SIGNATURE
	Ops Officer	,
9 September 1966	RNIHIXKIXSIKIINN	/s/ Robert T. Shaw
OMMENTS OF REVIEWING OFFICIAL	BY REVIEWING OFFICIAL	
The Reviewing Comments of t	Officer agrees with the R he Supervisor of this offi this Fitness Report.	atings and the cer which are

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Chief of Station

/s/ Binston Scott

					(1 4 4 6	Filled	10)			
			FI	TNES	S REPORT				EMPLOYEE SERIAL N	UMBER .
				11123	J KEI OK I		. !		02565	8
SECTION A					GI	HERA	L			
1. NAME	(Las	-		ret)	(Middle)	2. DA	TE OF BIRTH	3. SEX	4. GRADE : 3. SD	
		OLO,	Jose	ph	S.	_	12/8/35	M	GS-10 D	
6. OFFICIAL POS							P/DIV/BR OF	ASSIGNMENT	. CURRENT STATION	
Ops Of							DDP/WH/1		Mexico City	
. CHECK (X) TY	PE OF					,10. C	HECH (X) TYPE	OF REPORT		
CAREER	نــــــا	RESERV			EMPORARY	-	INITIAL	1	REASSIGNMENT	
CAREER-PROVISIONAL (See instructions - Section C) ANNUAL REASSIGNMENT										
SPECIAL (Specify): XXX SPECIAL (Specify): D Support promotion									req.	
11. DATE REPORTING PERIOD (From- 10-) 1 June 1966 October 1965 to May 1966										
SECTION B	June	1900			PERFORMANO	FEV		שיו טם כסף	1y 1900	
	Paula		2000 5 600			****		isfactory A	rating in this categor	
W - Weak	positi	ve remed	tial actio	on. The	nature of the act to separation.	tion cou	ild range from	counseling, 1	lo further training, to p	placing on
A - Adequate		-	_				i		in section C. zed neither by deficie	nc v nod
- CANADA	excell			. = 401/1	······································	y = 0:	ond	. w corner Get Gill		·~ y *****
P - Proficient	Perfor	monce i	s more th	an sat	isfactory. Desire	d result	s are being pr	oduced in a p	proficient manner.	
S - Strong					by exceptional p					
O - Outstanding					l in relation to re to warrant specia			and in com	parison to the perform	ance of
					SPECIF	IC DU	TIES			
List up to six of th	he mos	t importa	int speci	fic du	ies performed dur	ing the	rating period.	Insert rating	latter which best des	cribes the
manner in which e	mploye	e perforn	ns EACH	i speci	fic duty. Conside	W ONL	defectiveness	in performa	nco of that duty. All	employees
		101111105	W021 80	0 19100	on their ability t	o super	VISO (Indicate i	number of em	ployees supervised).	1 44 44
SPECIFIC DUTY NO	3. 1					:				RATING LETTER
Agent handl	ling a	and ex	ploit	ation	ı. Serves a	s cas	e officer	to a var	iety of	
agents incl	udin	g								0
SPECIFIC DUTY NO	5. 2				·····				•	HATING
					•					LETTER
		nanage	ment (of pr	oject activ	ities	including	; account	ings,	
funding, et	c.				•					S
PECIFIC DUTY NO	, 3								· ······························ ·······	RATING
On man to I ama 1									mana mananta	LEITER
etc.	. rep	ne ruß	, inci	Luair	g contact r	eport	s, operati	oral pro	gress reports,	s
PECIFIC DUTY NO	. 4									RATING
						•				LETTER
Reporting a	nd di	lssemi	nation	of a	intelligenc	e inf	ormation.			S,
PECIFIC DUTY NO	. 9				- Tayayanderle marrie talanat ngila, asasan gasan jamin na Gad					RATING LETTER
		•				•		4		
Target analy	ysis	and p	cebore	ttion	of plans f	or mo	inting new	operati	ons.	Р
	methers was			~ ~ ~ ~ ~						
PECIPIC OUTT NO	. 4									BATING LETTER
Componition	4 4				umb ochton				77/07	
Conception	mur 1	THE TH	CION C	A CO	AGE GCTION	the ord	round in 80	pport or	FIVEL	0
operations.			045	DAI:	DEDECOMAN	. (n	************			
		·	""OAE	KALL	PERFORMANO	E IN C	NKKENT PC	אַטוּ זַ וּצוֹ		BATING
Tabo into occupit	e ver yth	ing abou	# the em	01000	which influences	his off	ectiveness in	his current p	esition such as per-	LETTER
formence of sport	114 dus 14 m s	iga, pçak Lanta' i	fortivity Based ~	. وجمو نجور	entron job, comp harmindae of an	2441119A	ess, pertinent	personal W	sits or habits, and ing the rating period,	s
place the lemm in t	6 Page 1 49 1	أسكير	m	uling h	the stelement o	his h me	of excurators to	ellects his i	evel of parlamence.	Ĭ
27 HAY 196	5,									ł
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(CCTIO)										
SECTION C	NARRATIVE COMMEN									
Indicate significant strengths or	weaknesses demonstrated in current position	Acoping in proper perspective their relationship to								
overali performance. State sugge	strons made for improvement of work performs	her Grid Fermanandations for transmo. Comment								
on foreign language competence,	if required for current position. Amplify or ex	plain ratings given A Section B to provide best								
basis for determining future personnal action. Manner of performance of managerial or supervisory duties and cast consciousness in the use of personnel, space, equipment and funds, must be commented only a supercable. If extra space is needed to complete										
Section C, attach a separate shee	to I naper.									
		e performing since his assignment								
to Monday (Many Drop)	s curried in a consistency line	bin has shown marked immersement								
to Mexico City. Every going operation assigned to him has shown marked improvement										
under his tutelage, most notably the PHRUEN which has										
finally developed into a highly productive enterprise under the guidance of this office										
He is handling a sensitive PBRUFEM case in a most professional manner.										
	His operational reporting is exemplary and his writing style, once somewhat obtuse, has									
shown steady improveme	ent. Despite a relatively shor	rt period in the role of field case								
officer, he has won th	ne admiration and respect of co	olleagues and agent assets alike.								
He tas a winning way w	with people - a reflection of h	nis sincere interest in them. He								
		ative and resourceful. In operation								
		ervisory ability, except as exercise								
indirectly through oth	ers, has not yet been sufficie	ently put to the test to emble the								
rating officer to mile	a determination, but it annea	rs that he already possesses the								
		alth problems in Mexico but in spite								
		leed, one wonders what he would be								
		ch level of performance to date.								
		on record as stating that never								
In his 18 nine verse w	ith the amountation has be be	d the pleasure of serving with a								
		of the braisme of seranic ureurg								
more promising young c	that he he momental to CO 11	na noon as alleible								
it is recommended	that he be promoted to GS-11:	as soon as eligible.								
in addition to th	e period covered by this repor	t (Oct 65-May 66) this employee								
		April 65 to Aug. 65. His performing								
SECTION OF THE WAS ULSO	CAKEL MEEK LAIS AND CHIM	ENTREPRIRATION of this report.								
1.	BY EMPLOYEE									
i ci	ERTIFY THAT I HAVE SEEN SECTIONS A. B. AN	D C OF THIS REPORT								
DATE	SIGNATURE OF EMPLOYEE									
12 May 1966	/s/ Joseph S. Piccolo	i i								
2.	BY SUPERVISOR									
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPPRYISION	IF THIS REPORT HAS NOT BEEN SHOWN TO E	MPLOYEE, GIVE EXPLANATION								
4 months TDY										
7 months PCS										
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE								
12 May 1966	Ops Officer	/s/ Robert T, Shaw								
	BY REVIEWING OFFICIAL	A. A. C. C. C. C. C. C. C. C. C. C. C. C. C.								
OMMENTS OF REVIEWING OFFICIAL	All and constitution of the second se	и оциналуван-масын, бықыны, ден ек м. мардинен меңамандар беңге симентей майлыманың байры бей беңге мейайдай белге Ф								
The reviewing of	icer concurs in the comme	ents of the rater. I have								
observed this off	icer closely during his t	our at the Station. He								
has largely over	ome a tendency to freewhe	ol somewhat and shows en								
increasing willing	igness to accept guidance	from more expendenced								
officers Compar	end with other officers of	the company and the first								
Station it is my	officers. Compared with other officers of the same grade at this Station, it is my belief that his overall performance should be									
rated O rather th	perrer cume ura ovelaif	betrotmunce anonid oe								
rated o rather th	un s,	i								
In the Station's.	view he is a young office.	r who should advance								
steadily and with	more experience should b	e able to handle a demanding								
assign										
		TYPED OR PRINTED NAME AND SIGNATURE								
• * -										
12 May 1966	Deputy Chief ofStation	/s/ Alan P. White								

FITNESS REPORT 025658												
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ECTION A		~			GEN	VERA	_		<u> </u>			
I. NAME	(1,001)	(1	First)	(M	liddle)	2. 04	TE OF BIRTH	J. 98 X	4. GRA	DE	9. 90	
	CCOLO,	Joseph	1 5.			6:	ecomber 3\$	41	05-	1C_	D	
OFFICIAL PO						1	F/DIV/BR OF A	SSIGNMENT	B. CUR	RENT	STATIO	٧
	s office						WW Tuba		i le	adq.	larter	£
CHECK IXI TY		ERVE		TEUPONI		10. 6		OF REPOR				
X CAMEER	ROVISIONAL						ANNUAL				**********	FEMPLO
SPECIAL ((344 (84170)		30011121 (X	SPECIAL (Speci	livis	<u> </u>			
DATE REPOR		•.				18. 19		D/1 (**	to-)			
						14	17/11 65	- 30 Se	t 190	65	-	
CTION B				PERF	ORMANCE	EV/	LUATION					
V · <u>Wesk</u>	positive re	medial act	Ion. T	he nature	of the actio	on cou	less than satis id range from co action taken o	ounseling,	to furth	o r tra	ining to	ey requir placing
- Adequate	excellence	•	•		•	٠.	isfactory and is					ency nor
- Proficient							s are baing prod	luced in a	proficie	int ma	nner.	
• Strong		•		-	ptional pro		-	and to ac				
• Quistanding					rion to requ nt special r		nts of the work ition,	and in com	ipari son	10 Ph	• pertors	nance of
					SPECIFIC	COU	TIES		<u> </u>			
nner in which e h supervisory r	mployee per esponsibilit	forms EAC	H spec	ifie dury.	Consider	ONL Y	ating period. Ii effectiveness i ise (indicate no	n performa	nce of	that d	wy. All	employ:
nner in which e h supervisory r ECIPIC DUTY N	mployee per esponsibilit	forms EAC ios MUST I	H spec	ific dury. d on their	Consider	ONL Y	effectiveness i	n performa	nce of	that d	wy. All	employe RATIO
nner in which e h supervisory r ECIPIC DUTY N Plea	mployee per esponsibilit o. 1	forms EAC ios MUST I	H spec	ific dury. d on their	Consider	ONL Y	effectiveness i	n performa	nce of	that d	wy. All	SAT!
nner in which e h supervisory r ECIPIC DUTY N Plea	mployee per esponsibilit o. 1	forms EAC ios MUST I	H spec	ific dury. d on their	Consider	ONL Y	effectiveness i	n performa	nce of	that d	wy. All	SAT!
nner in which e h supervisory r ECIPIC DUTY N Plea	mployee per esponsibilit o. 1	forms EAC ios MUST I	H spec	ific dury. d on their	Consider	ONL Y	effectiveness i	n performa	nce of	that d	wy. All	SAT!
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SECTION C NARRATIVE COMMENTS

Indicate significant strengths or weaknesses demonstrated in current popularies for the Prospective their relationship to overall performance. Size recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide best is for determining future personnel action. Manner of performance of managerial or supervisors duties must be described, if licoble.

Dispatch HMMT - 5685 dated 13 August 1965 form 1655 - Maxico City basis for determining future personnel action. Manner of performance of managerial

" In view of the fact that Subject's recend survigate () Mexico Station was done while he was on TDY, this Station is not in a position to prepare a fitness report covering Subject's performance for the period. Since he was absent from Headquarters, it is felt that he might possibly not be credited for his fine work unless the Station expresses its views.

* Subject plunged into work with the PERUMEN Section immediately upon arrival and was given a wide variety of assignments ranging from surveillances on a rainy street at 4:00 a.m. to the preparation of operational reviews. He was given a number of existing agent assets to handle with a minimum of overlap with the previous case officer. He performed very well in every instance. He is able, enthusiastic, and capable of carrying a large work load. His colleagues in the office and his agents and contacts outside found him a pleasure to work with. The only weakness noted during his TDY assignment was in his written work--a tendency to be unclear -- but this is something the Station is certain he can work out satisfactorily and it is not a serious shortcoming. "

Mr. Piccalo returned to Mexico City PCS 29 Sept 1965

SECTION D	CERTIFICATION AND COM	IENTS .
1.	BY EMPLOYEE	
	CERTIFY THAT I HAVE SEEN SECTIONS A, B, A	NU C OF THIS REPORT
DATE	SIGNATURE OF EMPLOYEE	
2.	BY SUPERVISOR	
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DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
13 August 1965	COS, Mexico City	Winston M. Scott /s/
3.	BY REVIEWING OFFICIAL	
DATE	OFFICIAL TIPLE OF NEVIERING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE
13 August 1965	cos	Winston N. Scott /s/

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S - Strong			terized by exceptional pro		*					*
0 - Outstanding	Performance	c e is so e xc no similar w	eptional in relation to requ ork as to warrant special (ulrome:	nts of the work	and In com	parl so	n to the	a perform	iance of
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ZONA 45 OPPOLETE PARTIDUS EDITIONS

SECTION C

NARRATIVE COMMENTS FICT.

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recummental integral for training. Comment on foreign language competence, if required for current position. Amplify or earlier offines girld in Section B to provide best basis for determining future personnel action. Manner of performance of manage lifting supervisory duties must be described, if applicable.

Mr. Piccolo is an energetic, capable, all-around officer with a flair for operations and a great deal of common sense. He reacts correctly and institutely when operational problems arise. His agent handling has been superior. He has a good knowledge of tradecraft and also understands records management. Although young, he is mature and self-reliant, needing little supervision.

Mr. Piccolo's promotion is being recommended in a separate memorandum.

Mr. Piccolo is cost conscious and effective in the use of space, equipment and funds. He does not hold a supervisory position.

SECTION D	CENTIFICATION AND COMM	SNIP
1.	BY EMPLOYEE	
10	ERTIFY THAT I HAVE SEEN SECTIONS A. B. AN	D C OF THIS REPORT
23 Mis 6.5	SIGNATURE OF EMPLOYEE	B
2.	BY SUPERVISOR	
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23 TE 65	C/WH/SA 'CI (WH/C/SP)	Harold F. Swenson
3.	BY REVIEWING OFFICIAL	
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ng ng ng mingga maganang nagaganan mangan menanggan ma	OFFICIAL TITLE OF BEVIEWING OFFICIAL	TTPER OR PRINTED NAME AND SIGNATURE
24 March 1965	Asst. Deputy Chief, WH/C	John T. Flynd

CONFIDENTIAL

17 August 1964

MEMORANDUM FOR: Chief, Western Hemisphere Division, DD/P

ATTENTION

: Administrative Officer

FROM

: Chief, Junior Officer Training Program

SUBJECT

Trial Attachment of Junior Officer Trainee Joseph 8. Piccolo for on-the-job training

1. This memorandum confirms the attachment of Subject for on-the-job training in your Division as the second phase of the JOT Program undertaken with your cooperation.

- 2. The purposes of this trial attachment are:
- a. To test his abilities in the practical application of his formal training;
- b. To evaluate his potential and suitability for permanent assignment;
- c. To train him for a specific assignment appropriate to his aptitudes and development;
- d. To stimulate his motivation for a career in the Agency.
- 3. The attachment for six months effective 13 July 1964 can be adjusted by mutual consent according to circumstances or need for additional training. It is especially important that the Chief/JOTP be notified immediately if the trainee is not appropriately placed or is not effective in his work.
- 4. The JCT has been fully informed of the significance of this trial period in his career development.
 - 5. Details of administrative procedures are attached.

FOR THE DIRECTOR OF TRAINING

R.B. Franco

ROBERT B. PREEMAN

Attachment Distributions

1 - Addressee w/att.

1 - C/CSPD w/att. O/Pors. Official Files w/att.

1 - JOT Piccole w/att.

CONFIDENTIAL



CONFIGERTIAL

DETAILS FOR ADMINISTRATION OF ATTACHED DOU'S

For Supervisor.

- 1. The office or division will maintain time and attendance records during the period of this attachment.
- I Overtime can be authorized only after supervisor has checked with the SOT Iretcing Officer. OTR will be reimbursed by division or effice for evertime payments. The ThA clerk should report to JCTP at the end of each pay period any overtime worked by a JOT.
- 3. Any security violations by this JOT will be handled in the manner that in appropriate to the division or staff. Culei/JOTP will be notified in this event.
- 4. Supervisors will execute any fitness reports covering the period of this attachment. Chief/JCTP will countersign such reports.
- 5. Supervisors will provide job performance data to the Chief/JOTP when the JOT enters a promotion zone of consideration.
- 6. JOTP is located in Room 743, Scophill Building, Extension 3261. -Any questions should be addressed to Mr. JOHN GERRY
- 7. It is requested that each supervisor submit a progress report after three months of attachment. In the event of rotational mesignments within a division where supervisors change, a progress report should be submitted at the end of each phase of the rotation.

For JOT:

- 8. Any leave will be worked out with the supervisor and if approved must be communicated by telephone to the JOTP office. See paragraph (1) above.
- 9. The JOT will furnish Chief/JOTP with a progress report after the first month of attachment and every two months thereafter. Items desired include:
 - a Description of activities
 - b. Plane for next reporting period
 - c liames and titles of supervisors
 - d. Assessment of value of present experience
 - e. Any constructive suggestions

These reports should be routed to Cutef/10TP wis the supervisor.

10 The JOT will advise this offlice of his room maker and extension and name of his supervisor as soon as possible after attachment.

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S. C. S. L. a. S. S. L. A. S. C. Consuma and St. of Lett.

CONFIDENTIAL

11 August 1964

MEMORANDUM FOR: Chief, Western Europe Division, Diyr

ATTENTION

: Administrative Officer

FROM

: Chief, Junior Officer Training Program

SUBJECT

: Trial Attachment of Junior Officer Trainee
Joseph S. Piccole for on-the-jeb training

- 1. This memorandum confirms the attachment of Subject for on-the-job training in your Division as the second phase of the JOT Program undertaken with your cooperation.
 - 2. The purposes of this trial attachment are:
 - a. To test his abilities in the practical application of his formal training;
 - b. To evaluate his potential and suitability for permanent assignment;
 - c. To train him for a specific assignment appropriate to his aptitudes and development;
 - d. To stimulate his motivation for a career in the Agency.
- 3. The attachment for six months effective 13 July 1964 can be adjusted by mutual consent according to circumstances or need for additional training. It is especially important that the Chief/JOTP be notified immediately if the trainee is not appropriately placed or is not effective in his work.
- 4. The JOT has been fully informed of the significance of this trial period in his career development.
 - 5. Details of administrative procedures are attached.

FOR THE DIRECTOR OF TRAINING

R.B. Truman

ROBERT B. PREEMAN

Attachment

Distributions

1 - Addresses w/att.

1 - JOT Piccolo whit.

1 - C/CSPD w/acc. 1 - O/Pers. Official Files w/act.

CONFIDENTIAL

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- 1. The office or division will unintain tive and entendance records duving the period of this attachment.
- 2. Overtime can be authorized only after supervisor has checked with the JOT Training Officer. GTR with be reinbursed by division or office for overtime payments. The TAA clock chould report to JOSP at the end of each pay period any evertice uncked by a JoY.
- 3. Any accurate violentions by this 30% will be headed in the manner that is appropriate to the division or staff. Chief/JOTP will be notified in this event.
- 4. Supervisors will execute any Elithers reports covering the period of this accomment. Chief/JOSP will countersign such reports.
- 5. Supervisors will provide job performance data to the Chief/JUIP when the JOT enters a premotion tone of consideration.
- 6. JOTP is located in Roca 743. Broybill Reflding, Excepsion 3261. Any quantions should be addressed to Mr. JOHN GERRY
- 7. It is requested that each supervisor subsit a progress report after three mouths of attachment. In the event of rotational assignments within a diviuton where supervisors change, a progress report should be substitted at the end of each phase of the rotation.

For JOE:

- 8. Any leave will be worked out with the supervisor and if approved must be communicated by telephone to the NOTP office. See paragraph (1) above.
- 9. The JOT will furnish Chief/JOTP with a progress report after the first month of attechnont and every two months theresiver. Items desired include:

 - a. Description of activitiesb. Plans for next reporting partied
 - c. Hence and titles of supervisors
 - d. Assessment of value of present experience
 - e. Any constructive suggestions

These reports should be rected to thicf/JOIP via the supervisor

10. The AM will addice this office of his room number and extension and have of his supervisor as even to possible effer attacks at.

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7/23/64

COFTIBERVIAL

S-E-C-R-E-T

OFFICE OF TRAINING

TRAINING REPORT OPERATIONS COURSE

SECTION A

CENERAL

Operations Course No. 17 (720 hours, full-time)

9 March - 10 July 1964 (Date)

Student : PICCOLO, Joseph S. Office

: OTR/JOTP

Year of Birth: 1935

Service Designation: 33

Grade

: G3-08.

Number of Students :

began

finished

ECD Date

: February 1957

SECTION B

PERFORMANCE EVALUATION

W - Weak

Ranges from inadequate to less than satisfactory (in terms of a new and inexperienced case officer).

A - Adequate

Has achieved the basic level required. Satisfactory, characterized neither by deficiency nor excellence.

P - Proficient

More than satisfactory. Has acquired a solid beginner's proficiency. This rating may be interpreted as representing "average" on our rating scale.

8 - Strong

Exceptional proficiency, characterized by thoroughness, initiative, originality, and an exceptional student understanding of the case officer role in clandestine

operations.

0 - Outstanding

Performance is so exceptional in relation to requirements of the work and in comparison to the performance of other students doing similar work as to warrant special recognition.

S-R-C-R-E-T

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6.		P
	GENERAL FAMILIARIZATION	
1.	· · ·	P
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int fam	The student also received general instruction by present cussion of cases, reading and some practical application elligence programs and procedures. He was also given gentilarization in and the operation and heard short presentations and general familiarization included included and general operational edministration and support	in Counter- meral m of basic on Other areas
	OVERALL PERPORMANCE	•
peri	Letter in rating box corresponds to the statement ch most accurately reflects the student's level of formance, and takes into account everything about which influenced his effectiveness.	
and	This rating is a reflection of the degree to which instructors feel that the student is both suitable competent for overseas service in the Classicatine vices.	P

S-E-C-R-E-T

SECTION C

NARRATIVE COMMENTS

Significant strengths and weaknesses and their relationship to overall performance in the Operations Course. This section amplifies and explains, as necessary, the rating letters given above.

Mr. Piccolo's performance throughout the course seldom deviated from the "Proficient" level. His strongest chowings were frequently in areas where he used knowledge gained from previous Agency experience together with his natural ability to get along with people in face-to-face situations. He excelled in agent handling because he made an extra effort to establish and maintain rapport, was competent in solving operational administration and support matters with a minimum of guidance, and was imaginative in ______ and in establishing claudestine ______. Chorteomings, however, arose in other areas because he occasionally relied too much on his ability to improvise, rather than to spend extra time in analyzing, planning and otherwise preparing for agent meetings.

Pr. Piccolo easily recognized leads of operational or intelligence value, and as the course progressed, displayed marked improvement in his writing of cables, dispatches and reports.

Mr. Piccolo acquired a more than satisfactory knowledge of the principles and techniques taught during the course.

FOR THE DIRECTOR OF TRAINING:

 Chief	Instructor	

24 July 1964 Date

OPERATIONS COURSE NO. 17

9 March 1934 - 10 July 1934

		Numl	bor att	ending	course:	54
	RATING	4	V	2	<u>3</u>	0
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SEE A. L. C. (when filled in)

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1,	NAME	OF JO			(HEDDLE) GRADE S. GS-08		ERIAL NO.
2.	DATE	REPOR!	DUE IN O.	P. 7/31/64	REPORTING PERIO	50 1/6/64	ro 6/30/64
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	WERAL	J. PERF	ORMANCE IN	INTEGRATED	FROGRAM		

4. COMMENT AND PERTIMENT OBSERVATIONS:

During his training, Mr. Piccolo has acquired a good knowledge of the principles and techniques of clandestine operations. He has demonstrated a good intelligence sense and a particular ability for handling agents.

He has had no supervisory responsibilities yet, and he appears to be cost-conscious as far as the undersigned can judge.

AUG 1964 AUGUST 1964 PAPER JAMES OFFICER/JUI

S-E-C-R-E-T

PERFORMANCE RECORD .

International Communism - Challenge and Response

JOT Class 10 February - 6 March 1964

Course Description

A. Statement of Objectives.

- 1. To develop a familiarization with the doctrine, organization and tactics of International Communism as represented by the Communist parties and organizations in the free world; and in addition, to make the student aware of the capabilities, methods and problems of the Soviet Union and China.
- To develop an understanding of the challenges facing the United States and the free world from the objectives, activities and capabilities of International Communism; and to assist the student to articulate the U.S. position at home and abroad to meet these challenges.

B. Course Method

- Approximately one-half of the course is devoted to lectures, one-fourth to seminars, exercises and demonstrations, and onefourth to individual study.
- Student achievement is judged on the basis of performance in two written examinations and participation in seminars, and exercises.

Name: Piccolo, Joseph
Written Work
lst Examination: Doctrine, CP Organization & USSR Proficient
2nd Examination: China, CP ActivitiesProficient
Over-all Written Work Proficient
Oral Work
Seminars, Exercises Strong
Comment:

S-E-C R-E-T Excluded from automatic downgrading and declassification

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TRAINING REPORT

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Year of Birt	h: 1935				-	
Grade	: GS-08	1	Service Desi	lgnation	: SJ	
EDD Date	: February 19	57	No. of Stude	ents	:	
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	a certificate in the course.	of attendanc	e. No record	was mad	le of indiv	idoul
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			(When Fi	lled In)						
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FOR THE DIRECTOR OF TRAINING		CHIEF		GENCE PROILEGENCE BO		ACULTY	•	OATE S	0. fek 16	····
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JOT INTEGRATED PROGRAM (CLASS OF JABUARY 1964)

Introduct	lan ta Ints Illgence	•	
	(ull-thae)	· 6 - 10 ja	nuary 1964
Student	: PICCOLO, Joseph S.	Office	: (2)
Year of BI	rth: 1935	Service D	arignation: 31
Grade	: 65-08	. Rumber of	Students :
EOD	; February 1957	- 1	
COURSE OBJ	ECCIVES - CONTENT AND NETHODS	•	
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ACHIEVENENT	RECORD		
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	CCOLO Joseph S.		GS-7 D	
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CARER-PI	ROVISIONAL (See Instructions - Section C)	ANNUAL	REASSIGNMENT	EMPLOYEE
SPECIAL (S	pacify):	SPECIAL (Specify):		
II. DATE REPORT	DUE IN O.P.	18. REPORTING PERIOD (Frame to		
654512		September 1962 -	18 January 1	963
SECTION B	Desirant and the control of the cont	E EVALUATION		
W - Meds	Performance ranges from wholly inadequate to positive remedial action. The nature of the ac	slightly less than satisfactory. A stion could range from counseling, to	rating in this categor o further training, to	y tequires placing an
	probation, to reassignment or to separation.	Describe action taken or proposed i	n Section C.	
A - Adequate	Performance meets all requirements. It is enti- excellence.	irely satisfactory and is characteriz	ed neither by deficie	ncy nor
P - Proficient	Performance is more than satisfactory. Desire	d results are being produced in a pi	oficient manner.	
S - Strong	Performance is characterized by exceptional particular	roficiency.		•
O - Outstanding	Parformance is so exceptional in relation to re- athers doing similar work as to warrant special		orison to the perform	ance of
		IC DUTIES		
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manner in which er	he most important specific duties performed du- mplayee performs EACH specific duty. Conside	N ONLY effectiveness in performan	co of that duty. All	
	esponsibilities MUST be rated on their ability to	O Supervise (Indicate number of emp	foress augurrisad).	
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SECTION C

NARRATIVE COMMENTS

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide best basis for determining future personnel action. Manner of performance of managerial or supervisory duties must be described, if applicable.

Employee returned to duty with the Agency in September 1962 after completing a tour of military duty. At that time he was assigned to TFW/CL Although employee expressed a desire to work in operations at that time, he agreed to perform the duties outlined in Section B. He was called upon to perform these duties because of the dire need within TFW/CI for someone with his talents to establish and manage Branch systems for mail routing-control and files. Employee was promised an operational assignment as soon as the systems were established and functioning in an orderly and efficient manner. Employee has performed his duties exceptionally well and has established systems for mail routing-control, and files for the Branch which are functioning well. It is strongly recommended that this employee be assigned to duties of an operational nature and relieved from his present duties as soon as possible. Employee has the capability of assuming more and greater responsibility.

SECTIO	N D	CERTIFICATION AND CO	MMENTS
1.		BY EMPLOYEE	
	10	ERTIFY THAT I HAVE SEEN SECTIONS A, B.	, AND C OF THIS REPORT
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2.	• i	BY SUPERVISOR	·
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3.		BY REVIEWING OFFICE	
	This employ	ee givos promise of con	tinued professional growth.
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21	February 1963	Deputy Chief, SAS	Bruco B. Choover

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Since many things other than aptitudes enter into the determination of training course erformance, in any class of students there will unually be some whose performance will be etter than would be expected from their test scores, just as there will likely be some hose performance is poorer than expected. STRENGTH OF NOTIVATION, IRIOR FXFFRIENCE WITH FOREIGN LANGUAGE, and other factors should be considered in selecting people for language raining and in interpreting language training results. For example, the number of languages previously studied or learned and the amount of academic and nonacademic languages earning experience are factors not measured by the tests but are indicative of probable uccess in learning a foreign language. Whether such experience was in the same language as the one to be studied or in a different one is, of course, an additional relevant factor.							
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to distribution and matter arranged accompany as	RATIVE DESCRIPTION OF MANNI									
Stress strengths and weaknesses demonstrated in current position. Indicate suggestions made to employee for improvement of his work. Give recommendations for his training. Describe, if appropriate, his potential for development and for assuming greater responsibilities. Amplify or explain, if appropriate, ratings given in SECTIONS B, C, and D to provide the past basis for determining future personnel actions.										
One of Mr. Piccolo's outstanding characteristics is his desire to improve him-										
self. This is evidenced by both his continued educational program on the outside										
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and by his successful effort to learn everything possible about his JOH ROWALSO										
wents very much to obtain further career training within the DDP area, particularly										
in the FI field. I believe he has a definite potential for such work and that he										
should be given an opportunity for appropriate operational training as soon as										
possible.										
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SECTION F	CERTIFICATION AND C	OWNERTS								
	BY EMPLOYEE									
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2.	BY SUPERVISOR									
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ATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OF PRINTED STATE AND SIGNATURE								
3 May 1961	WH/4/Executive Officer	Jeserii. Dourles								
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Acting Chief, WH/4

14 May 1961

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SECTION E	NAPPATIVE DESC	DIPTION OF MANN	ER OF JOB PERFORMANCE
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Stress strengths and weaknesses demonstrated in current position. Indicate suggestions made to employee for improvement of his work. Give recommendations for his training. Describe, if appropriate, his potential full development and for assuming greater responsibilities. Amplify or explain, if appropriate, ratings given in SECTIONS B, C, and D to provide the pasts for determining

During the rating period Mr. Piccolo has been performing tasks that are normally assigned to personnel who hold a minimum is rating of piccol. Without exception he has performed each of his assignments expeditiously and thoroughly. In addition to his normal administrative functions Mr. Piccolo has been acting as a case officer on certain sensitive and complicated clandestine operations. He has performed these duties in a superior fashion. It is my unqualified opinion that Mr. Piccolo should receive at least a two-grade promotion immediately. However it is recognized that this is contrary to current Agency policy and therefore it is strongly recommended that he be promoted to the grade of GS-7 immediately. Mr. Piccolo is intelligent and extremely industrious. He has worked long hours performing a variety of important tasks. It is my opinion that Mr. Piccolo has the attributes required of career personnel working in the Foreign Intelligence area and that he should be permitted to have his career designation changed to FI. Mr. Piccolo should also be given the opportunity to receive Agency training so that he might be better qualified to perform tasks in this area of activity. There is no question that he would become a professional case officer. The Section C rating has been given after careful consideration of the rated individual's grade and grade level performance.

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SECTION F	CERTIFICATION AND	MMENTS						
1.	BY EMPLOYEE		F					
10	ertify that I have seen Sections A, B,	C, D and E of this Report.						
DATE	SIGNATURE OF EMPLOYEE,	5 -						
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2.	, BY SUPERVISOR							
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16 June 1960	Deputy Chief, WH/4	Robert Reynolds						
3,	BY REVIEWING OFFI	IAL						
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SECTION E NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE

Stress strengths and weaknesses demonstrated in current costman. Indicate suggestions made to employee for improvement of his work. Give recommendations for his training. Describe, if exemploide, his potential for development and for assuming greater responsibilities. Amplify or explain, if appropriate, ratings given in SECTIONS B, C, and D to provide the best basis for determining future personnel actions.

Since the previous Fitness Report, employee has been designated as the alternate to the Station's Records Officer. During periods when the Records Officer has been on duty elsewhere, this employee has assumed responsibility for the Station's records establishment and performed his duties in a competent manner. Based on these considerations, the ratings contained in Sections B, C, and D were determined. (Note Section D, items 1, 2, 3, 5, and 10.) Employee needs more experience in the following:

- 1. The analysis of intelligence material for file categorization (note Section D, Item 4);
- 2. Records Management techniques;
- 3. More experience in the interpretation of data in memoranda preparation (note Section D, items 7 and 9).

His supervisor feels that considerable progress has been made on the points enumerated above, and as the employee gains experience, these weaknesses should reconcile themselves. His supervisor will continue to assign him duties designed to broaden his knowledge and effectiveness in records management. (Cont'd

SECTION F	CERTIFICATION AND C	OMMENTS	
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SECTION E (Continued)

His supervisor recommends the promotion of this employee to GS-6. It is belt that his promotion would assure the continued development of an employee who has the potential of a good records officer.

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FITNESS REPORT (Part I) PERFORMANCE
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With/III/Mexico City	File Clerk
7. GRADE 8. DATE REPORT DUE IN OF 9. PERIOD	COVERED BY THIS REPORT (Inclusive detec)
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INDICATE THE APPROXIMATE NUMBER OF MONTHS THE RATED EMPLOYER HAS BEEN UNDER YOUR SUPERVISION

Three months

COMMENTS CONCERNING POTENTIAL

Arr 15 2 15 PH '58

Employee has the potential for a good records officer. Should he develop as rapidly throughout his tour as he has done in this initial period, he will be ready to assume the responsibility for the records establish MAit of my medium sized field station in his next assignment.

SECTION H.

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FUTURE PLANS

TRAINING OR OTHER DEVELOPMENTAL EXPERIENCE PLANNED FOR THE INDIVIDUAL

Supervisor will give employee instruction in Records Management techniques, and every opportunity to gain experience in analysis of record material.

NOTE OTHER FACTORS, INCLUDING PERSONAL CIRCUMSTANCES, TO BE TAKEN INTO ACCOUNT IN INDIVIDUAL'S FUTURE ASSIGNMENTS

Employee should be given a grade promotion as soon as practicable because he deserves it and so as to encourage him.

SECTION 1.

DESCRIPTION OF INDIVIDUAL

DIRECTIONS: This section is provided as an aid to describing the individual as you see him on the job. Interpret the words literally. On the page below are a series of statements that apply in some degree to most people. To the left of each statement is a box under the heading "category." Read each statement and insert in the box the category number which best tells how much the statement applies to the person covered by this report.

HAVE NOT OBSERVED THIS: HENCE CAN GIVE NO OPINION AS TO HOW THE DESCRIPTION APPLIES TO THE

INDIVIDUAL

1 - APPLIES TO THE INDIVIDUAL TO THE LEAST POSSIBLE DEGREE

2 - APPLIES TO INDIVIDUAL TO A LIMITED DEGREE

3 - APPLIES TO INDIVIDUAL TO AN AVERAGE DEGREE

4 - APPLIES TO INDIVIDUAL TO AN ABOVE AVERAGE OEGREE

5 - APPLIES TO INDIVIDUAL TO AN OUTSTANDING DEGREE

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nate wher	re he stends t	with you. Completion	of the repor	rt can help you prop	ere for a d	iscussion with him of hi			
under cor	ditions speck	fiel in Regulation 20-	170. It is	recommended that you r	end the enti-	rt to the employee excepte form before completing			
any quest	ion. If this	is the initial repor	t on the em	loyee, it must be com	pleted and fo	orwarded to the Office of			
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SECTION C.		0.	B PERFORMANC	E EVALUATION					
I. RATING C	ON GLAERAL PERI	FORMANCE OF OUTIES							
DIFECTIONS: Consider ONLY the productivity and effectiveness with which the individual being rated has performed his duties during the rating period. Compare him CMLY with others doing similar work at a similar level of responsibility. Factors other than productivity will be taken into account later in Section D.									
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2. RATINGS ON PESSONANCE OF SPECIFIC DUTIES				
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a. State in the mores below up to air of the callet the most inscribing first. In not include, Nate performance on each specific duty cons	mer rec	ortant SPECIFIC dutie New ?	free deturing this rati	ng period.
b. Nate performance on each appealing duty cons	iwie man Literina :	or or unimportant dutient b OMY elfortiveness in perfo	mance of the Heciti	c duty.
c. For supervisors, soulity to supervise will a	nlunys b	e rated as a specific duty;	do not tate as supervi	sore those
who supervise a secretary only).	indexid	hint burne ented with ath	lather was no the same	duty at a
d. Compare an your mand, when possible, the similar level of responsibility,				
e. Two individuals with the same job title	may be t	performing different duties	. If so, rate them on	different
duties. f. Be specific, Examples of the kind of duties	that m	ight be rated are:		
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GIVING LECTURES CONNECTING SEMINARS		'S NEW PROGRAMS IS INDUSTRIAL REPORTS	PREFARES SUMMARIES TRANSLATES GERMAN	
WRITING TECHNICAL REPORTS	WAVAGES		DERRIFFING SOURCES	
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TAKING DICTATION		REGULATIONS	WAINTAINS AIR CONDITI	ONING
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g. For some jobs, duties may be broken down eve and phone operation, in the case of a radio			t wdatswore, 4.8.' con	soines key
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FOR THE ADMINISTRATIV	E OFFIC	ER: Consult cur	rent	instruct	lons	for con	pletin	g this	report.								
FOR THE SHEEPVISOR. I this evaluation to yo nate where he stands strengths and weaknes under conditions spec any question. If this lessonnel on later th	our super with your see, I diffed in	rvisor and senio ou, Completion t is also organ n Regulation 20- na insteal servo	or o of leat - 370	fficials, the repo ion polic . It is on the em	Org it co y the recom ploye	anienti in help t you a mended e, it m	ion pol pyou thow Pa that y out be	try req prepare rt I of ou read comple	uires the for a di this repoi the enti- ted and fo	t you infi iscussion it to the	osm the sub with him o employer e elose compl	ordi f hi xcep etin					
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TEST	DESCRIPTION
CLERICAL SPEED AND ACCURACY	A test of speed and accuracy of response in a simple perceptual task. Measures ability to perceive, retain momentarily, and correctly respond to simple number and letter combinations. July 6 11 01 AM '55
SPELLING	A test of ability to distinguish between correctly and incorrectly spelled words of everyday usage found to be most frequently mispelled.
SENTENCES	A test of ability to distinguish errors in spelling, punctuation, and grammar in sentences.
NUMERICAL ABILITY	A test of ability to reason with numbers, to manipulate numerical relationships, and to deal with quantitative materials. No verbal element is present in the format of the problems.
ABSTRACT REASONING	A non-verbal test of roasoning ability. Measures ability to perceive relationships in changing abstract figure patterns and to generalize changes into operating principles.
SPACE RELATIONS	A test of ability to visualize and mentally manipulate forms and patterns in three-dimensional space.
MECHANICAL REASONING	A test of ability to understand and apply mechanical and physical principles presented pictorially in familiar settings.
VERBAL REASONING	A verbal test of reasoning ability. Measures ability to abstract, generalize, and think constructively from concepts presented in word analogies.
LEARNING ABILITY FORM 5	A test of general mental ability consisting of questions on vocabulary, arithmetical reasoning, and verbal analogies.
- Typing	A ten-minute straight copy test of speed and accuracy in typing material of average difficulty. Typing scores are reported as follows: Gross — Total words per minute. Net — Gross words per minute minus 1 for each error made. Errors — Total Number
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MINORANDIM POR: Joseph S. Piccolo

SUBJECT : Acknowledgment of Evaluation Board Functional Category

REFERENCE : Evaluation Found Precepts for Your Grade

1. Based upon an examination of your past assignments and duties, and after considering likely future assignments, you have been placed (subject to your signature below) in the functional category POC for Evaluation Board purposes. Precise definitions of this category are contained in the Evaluation Board precepts for your grade. This placement is made in order that your performance, growth potential, and career planning may be judged against officers similarly placed professionally. YOU ARE URGED TO STUTY THE PRICEPTS AND CONSIDER YOUR OWN CASE CAREFULLY.

- In general, you should consider the following;
 a. Categories are sharply defined. Competition is within categories, not between them. Thus, a weak B/OG performance is not strengthened by reclassifying it as B/OS.
 - b. A change in category after sustained performance in a different category may cause a temporary loss of momentum in your career advancement until you have demonstrated proficiency in your new assignment.
 - c. A category change should not be initiated for the period of a temporary, training or rotational assignment unless a permanent change of career track will follow.
- 3. If you believe that this is not the correct category for you because the substantive nature of your job more closely approximates another category or because you have made a permanent change of career track, please take the matter up through your command channel to secure the concurrence of your component of assignment or of your home base component, as appropriate, to a change of your category. Previously assigned and acknowledged categories will remain in effect until a fully executed acknowledgeent of change is received by the Career Management Staff.

4. Please sign and date this notification in the space provided and return it to your Personnel Evaluation and Management Officer or to your Personnel Officer.

ACCOMMENDED:

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ARE YOU A MEMBER OF THE NORTHBUST	FEDERAL CREDIT UNION	1 X 185 00
IF YES, DO YOU HAVE A JOINT ACCOUN	* *	X 118 NO
HAVE YOU COMPLETED A LAST WILL AND	PESTAMENT! X	ves [. w. (if 'Yea' where is de unent located?)
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be In-Laws. Mrs. Berth	ade(s) and address) a G. Wyatt, 6	Specified in Will.Initial contact would 1633 Esacly Road, Managens, Va. 22110
MAYE YOU EXECUTED A POWER OF ATTOMS	"Y' X Y'S	No. (17 Year, who possess the power of attorney)
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SERVICE ABROAD AGREEMENT

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OFFICERS MADE DETAILED STUDIES OF CASES, FILES AND STATION

ACTIVITIES THAT RESULTED IN SOUND ORAL RECOMMENDATIONS FOR

IMPROVEMENT. HE ARE IMPLEMENTING THESE RECOMMENDATIONS AT ONCE,

SURVEY WAS EXTREMELY VALUABLE FOR ALL STATION PERSONNEL. E2 IMPDET

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TO SECOST

22 December 1975

MEMORANDUM FOR: Chief, LA Division

SUBJECT

Mr. Joseph S. Piccolo - Completion of Senior

Operations Course #2/76

- 1. Mr. Piccolo attended the Schior Operations Course from 3 November to 12 December 1975 (SOC #2/76). Individual student grades and class rankings have not been used to evaluate student performance. The diverse background of the students and the nature of the course material used in the SOC preclude formal testing. This memorandum attests to Mr. Piccolo's satisfactory completion of the course.
- 2. During the six weeks of the course, 59% of the time was devoted to subjects and activities directly related to operations, including 30% devoted to "hands-on" time with technical equipment and "on-the-street" practice of tradecraft. 31% of the time was devoted to material broadly categorized as "ops management," including about 10% on the Soviet and China targets. The final 10% of the time was devoted to subjects categorized as "management overview and ops support," which consisted of meetings with DO division and staff chiefs and visits to labs and other ops support facilities in the Headquarters area. The _____ officers in the class ranged in grade from GS-12 to GS-14 (average grade 12.9), average age was 43.6 (Mr. Piccolo's age is 40). The class members' average years of Agency service was 16.8, and their average years of overseas service was 9.2.

to 28 days by the Than spent six days in inte	, normally 30 days of instruction time, was shortened ksgiving Day weekend. Of these 28 days, Mr. Piccolo asive training in Persussion and Manipulation Skills as
taught	He spent approximately another eight and one-half
days on technical trad-	
and usage) and street	
etc.) including	three days intensive practice of these skills in a live
exercise conducted	Another five days were spent at Headquarters
meeting with the chief:	of all DO divisions and staffs, and visiting three
operational support lab	poratories in the metropolitan area. The approximately
eight and one-half remain	nining days were consumed by a combination of miscel-
	gement subjects, student seminars, and term paper
•	ter was accomplished mostly on the students' own time).
**	
	irse was keynoted by remarks by the ADDO, and the
Headquartera veek vas c	limaxed by an hour and a half with the DDO. The guest
speaker at the graduati	on dinner of SOC #2/76 was Agency Historian
Dr. Walter Pforzheimer.	

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SUBJECT: Mr. Joseph S. Piccolo - Completion of Senior Operations Course #2/76

for this class and slightly above as are not given to graduates of the Stinstructors involved in SOC #2/76 the rank number one in this particular at tional experience and understanding the six-day operational past. The tradecraft in	old GS-13/4, was at about the average age verage in grade. Although formal grades OC, it was the consensus of DTS staff hat Mr. Piccolo would almost certainly group. Bringing to the class broad operame. Mr. Piccolo was an active participant in and made contributions based on his own natructors who conducted the live problem is the best student in street tradecraft.
One of the Course Coordinators commothan any of the others, the ability paper on the subject of how was careful and thorough and was desplan." To a man of Mr. Piccolo's exhave seemed a little basic or redund	ented that Mr. Piccolo, "exhibited, more to lead the group." Mr. Piccolo's term erribed by the panel as "an excellent overall perience, at least some of the course may lant, but he never let it show, and always as the more junior members of the class.
5. A copy of this memorandum i personnel file.	s being placed in Mr. Piccolo's official
FOR THE DIRECTOR OF TRAINING:	4
	Course Course
	Course Coordinator

Senior Operations Course

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ADMINISTRATIVE Internal Use Only FILE REPORT OF SERVICE ABROAD PUNCHED Office of Personnel, Control Division, Statistical Reporting SERIAL NO. LAST WIDOLF FIRST : INSTRUCTIONS USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR LITHIN PCS ON TDY. INSERT APPROPRIATE FUDE NUMBER IN "CODE" COLUMN TO DISIGNATE WHETHER SUBMISSION IS OF BASIC CATA, CORRECTION, OR CANCELLATION (One only). REPORT DATES BY USING THE NUMBER FOR THE MONTH, AND LAST TWO DIGITS CNLY FOR YEAR. REFER TO OFF NO. 58. REVISEO. PCS DATES OF SERVICE O/P USE ARRIVAL D/S DEPARTURE 0/8 TYPE OF DATA COUNTRY ----WONTH DAY 78.80 1001 6008 1 - PCS (Basic) 3 - CORRECTION 3 - CANCELLATION 28-26 27-20 20-30 31-32 33-34 33-34 37 38 39 40-42 5 3 TOY DATES OF SERVICE 0/P TYPE OF DATA AREA(S) ARRIVAL D/S DEPARTURE 0/8 ----78.88 -DAY 78.00 <008 * tov (Basic) 35-36 25-26 27-28 29-30 30 39 31-32 33-34 37 40-42 . CANCELLATION OFFICE OF PERSONNEL USE ONLY. - PUNCH AREA SOURCE DOCUMENT AND CERTIFICATION TRAVEL VOUCHER DISPATCH DUTY STATUS OR TIME AND ATTENDANCE REPORT CABLE OTHER (Specify) DOCUMENT IDENTIFICATION NO. IN 655939 PREPARED BY THIS REPORT WILL BE FILED IN THE OFFICE OF PERSONNEL. IN THE INDIVIDUAL'S OFFICIAL PERSONNEL FOLDER

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6. PREFERENCE IC. NEXT ASSESSMENT
I am interested in remaining in the "managerial cone" and in obtaining a
position that will give me increased responsibility as well as careet
growth through promotion. Based on my experience and performance as Acting Chief of Station for two months in 1968, heputy Chief of
dase for the last 10 months of my tour in 1972-73 and
present assignment as Deputy Chief of Station, I request assign- ment to a position which entails supervision of several employees and
requires exercise of managerial skills and judgement. If assigned to
another tour overseas, a position as Deputy Chief of Station in a medium
to large size Station would be preferred. If assigned to Headquarters,
I would like to work where an overview of the related operational and
managerial activities can be experienced. If the above assignments are
not available, a tour which would breaden my operational knowledge would
be desired le: SB Division One activity of OTS. 68. INDICATE IF YOU DESIRE TO EXTEND YOUR CURRENT TOLD BY CHECKING IN APPROPRIATE BOX. ALSO INDICATE PRIFITATION
FOR NEXT RECULAR ASSIGNMENT BY 10-SEPTING 1. 2. 3 CG 4 (for Est. 2nd. 12d and 4th chairs) IN REMAINING BOXES. COMPLETE ALL ALTERNATE CHOICES AND OPTIONS IN ALL CASES EVEN THOUGH YOU ARE REQUESTING AN EXTENSION OF YOUR TOUR.
EXTEND TOUR 3 MONTHS AT CURRENT STATION TO 5 JANUARY 1976.
BE ASSIGNED TO HOOTES FOR A TOUR OF DUTY: INDICATE YOUR-CHOICE OF DIVISION STAFF OR OFFICE.
BE ASSIGNED TO AMPINES FIFED STATION. INDICATE CHOICE OF GEOGRAPHIC AREA OF SPECIALIZATION.
A STURN TO MY CURRENT STATICS.
PREPARE UPDATING OF PERSONAL SECURITY INFORMATION IN ACCORDANCE WITH DOI-F 240-8 AND FORWARD UNDER SEPARATE COVER. INDICATE DATE FORMARDED OR TO BE FORWARDED.
TO BE COMPLETED BY FIELD STATION
7. IN CONSIDERATION OF THE EXPERIENCE AND PERFORMANCE OF THE EMPLOYCE AND HIS PREFERENCE FOR NEXT ASSIGNMENT.
Given his steady, reliable and productive performance, every effort
should be made to accommodate his expressed preferences. There can be no
doubt that by temperament and experience he would be of greater value to
the Organization in the field rather than at Headquarters, but a tour at
ileadquarters does appear timely now, following the past 5 years in the
field. I do not honestly know how he will perform in Staff work, being a Field Station activist, but the experience should have a further
broadening effect upon him.
TO BE COMPLETED BY APPROPRIATE HEADQUARTERS OFFICE
4. IN CONSIDERATION OF THE EXPERIENCE AND PERFORMANCE OF THE EMPLOYEE, HIS PREFERENCE FOR NEXT ASSIGNMENT. AND THE STAFFING REQUIREMENTS OF YOUR COMPONENT, INDICATE VOLD COMPONENT'S RECOMMENDATION FOR HIS NEXT ASSIGNMENT AND TRAINING.
Subject has been approved for assignment to Headquarters, LA/COG.
,
A sign
DATE 24 Jul 76 TLE C/LA/Pers SIGNATURE H.L. Berthold
FOR USE BY CAREER SERVICE
S APPROVED ASSIGNMENT:
G. FWPLOYEE NOTIFIED BY DISPATCH NO. CATED
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This notice	should be file	ed in the en	iployee's O	fficial Person	iel Folder
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Deputy Chief of Station of a small Station or Senior FI Officer position with supervisory responsibilities at a large Station. These choices for next assignment are made on the basis of the increasing responsibility of positions I have held as my career has developed. This career has included experience in most types of FI and CI operations as well as some CA activities. It has also provided me with supervisory experience, including Acting Chief of Station for a two month period. Assignment to a position of greater responsibility is desirable for the continued development of my career.
118. INDICATE IF YOU DESIRE TO PETEND YOUR CURRENT TOUR BY CHECKING IN APPROPRIATE BOX. ALSO INDICATE PREPERENCE FOR NEXT REGULAR ASSIGNMENT BY INSTRING 1, 2, 5 3 (for 2st, 2nd, and 3rd choice) in Remaining boyes. COMPLETE ALL ALTERNATE CHOICES AND OPTIONS IN ALL CASES EVEN THOUGH YOU ARE REGULSTING AN ESTEMSION OF YOUR TOUR.
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TO BE COMPLETED BY FIELD STATION
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COB Comment: I recommend that Subject's desire for a 12-month extension be honored. His other choices also appear sound as alternatives. COS Comment: COS strongly recommends that Subject extend for one year. He is handling an extremely important agent, and we would hate to change this relationship now. After one year, however, Subject's
to change this relationship now. After one year, however, Subject's career would best be served by a new assignment.
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Experience in the handling of employee emergencies has shown that the absence of certain personal data often delays and con- cates the settlement of estate and financial matters. The information requested in this section may prove very useful to your or attorney in the event of your disability or death and will be disclosed only when circumstances warrant.	lamily
INDICATE NAME AND ADDRESS OF ANY BANNING INSTITUTIONS WITH WHICH YOU HAVE ACCOUNTS AND THE NAMES IN WHICH TH	E AC-
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FAIRFAX, VA. 22030	
Jeroch S. Piccolo JA.	
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USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER PCS OR TOY. INSERT APPROPRIATE CODE NUM TO DESIGNATE WHETHER SUBMISSION IS OF BASIC DATA. CORRECTION. OR CANCELLATION (One only). REP THE NUMBER FOR THE MONTH. AND LAST TWO DIGITS ONLY FOR YEAR. REFER TO OF1 NO. 38. REVISEO.	BER IN "CODE", COLUMN DRT DATES BY USING									
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TREASURY DEPARTMENT UNITED STATES SECRET SERVICE

OFFICE OF THE DIRECTOR

WASHINGTON, D.C. 20226

August 1, 1968

10083266

The Honorable
Richard M. Helms
Director
Central Intelligence Agency
McLean, Virginia

Dear Dick:

As you know, the President and Mrs. Johnson visited Managua, Nicaragua on Monday, July 8, 1968, upon their return from the San Salvador Conference.

Assistant to the Special Agent in Charge Ronald M. Pontius of the Presidential Protective Division, has informed me that Mr. Joseph Piccolo and Mr. Carl Jonkins were of particular assistance in establishing and coordinating the relations with the Nicaraguan security organizations, and President Somoza's staff. Mrs. Elizabeth Jenkin's assistance as an interpreter was also greatly appreciated.

Personally and on behalf of the United States Secret Service, I wish to extend my sincere appreciation and thanks to the above mentioned personnel for the capable and professional manner in which they performed their duties.

Sincerely,

James J. Rowley

ELECTION, DECLINATION, OR WAIVER OF LIFE INSURANCE COVERAGE

FEDERAL EMPLOYEES GROUP LIFE INSURANCE PROGRAM

IMPORTANT AGENCY INSTRUCTIONS ON BACK OF ORIGINAL

TO COMPLETE THIS FORM-

FOLLOW THESE GENERAL INSTRUCTIONS:

Read the back of the "Duplicate" carefully before you fill in the form.
Fill in BOTH COPIES of the form. Type or use ink.

FILL IN THE IDENTIFYING INFORMATION BELOW (please print or type):

- . Do not detach any part.

	NAME (lost) (first	25658	DATE OF BIRTH (month, day, year) Dec S, 35 LOCATION (City, State, ZIP Code)	SOCIAL SECURITY NUMBER
3	MARK AN "X" IN ONE OF Mark here if you WANT BOTH optional and regular insurance (A)	ELECTION OF OPTION 1 elect the \$10,000 and from my salary, compa	Ide NOT mark more than one) IAL (IN ADDITION TO REGULAR, Second optional insurance and au- meation, or annuity to pay the full to its in addition to my regular insu	INSURANCE thorize the required deductions cost of the optional insurance.
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SIGN AND DATE. IF YOU MARKED BOX "A" OR "C", COMPLETE THE "STATISTICAL STUB." THEN RETURN THE ENTIRE FORM TO YOUR EMPLOYING OFFICE.	FOR EMPLOYING OFFICE USE ONLY (official receiving data statis)
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15 Mark 68	Ses Table of Effective Cates on back of Original

ORIGINAL COPY—Retain in Official Personnel Folder CEET.

INSTRUCTIONS TO EMPLOYING AGENCY

- Who must file. All employees not excluded by law or regulation from insurance coverage, including those who have previously waived coverage, are required to complete and file Standard Form 176. T. Employees who are in the service on February 14, 1968, as well as those who are appointed after that date but before April 14, 1968, must file the form.
- 2 Automatic cancellation of previously filed waters.—All "Waivers of Life Insurance Coverage" (SF 53) on file are automatically canceled as of the first day of the first pay period beginning on or after February 14, 1968. Payroll offices are to begin regular insurance deductions on the automatic cancellation date for employees who do not file a new waiver, i.e., those who do not check box C of SF 176-T, on or before that date.
- 3. Employees fulling to file.—If an employee does not return a completed SF 176-T, contact him and urge him to do so even if he does not want optional insurance (he will, of course, be automatically covered for regular insurance). If he still fails to file SF 176-T by April 14, 1968, or 31 days after appointment, whichever is later, file one for him as of that date: mark box B, and note in the space provided for his signature "employee contacted—failed to elect optional insurance." See note 2 below.
- Review of completed forms.—(a) Review both copies of the SF 176-T for legibility, completeness, and consistency. Reconcile with the employee any obvious major

discrepancy such as a mark in more than one box.

(b) If the employee marked box A or box C, make sure the Statistical Stib is complete. Then detach and mail stibs, in a bundle, weekly to:

Office of Federal Employees' Group Life Insurance (Statistical Study) 4 East 24th Street

New York, New York 10010

- (c) If the employee marked box 8, detach and destroy the stub
- Date of receipt and effective date...(a) Stamp date of receipt by employing office in the space provided for this purpose on both the Original and the Duplicate.
 - (b) The effective date is determined from the table below.
- Disposition of forms,—(a) File the Original SF 176-T in the official personnel folder in all cases.
 - (b) Any necessary parcell change, with effective date, may be posted in the space reserved on the Duplicate for employing office.
 - (c) The Duplicate may be destroyed, if no payroll action is required, or after the requirements of the agency's payroll system have been met.
- Use of SF 176-T. SF 176-T "Election, Declination, or Waiver of Life Insurance Coverage" should not be used after the initial filing period (after April 14, 1968). A revised edition will be available for use after that date.

TABLE OF EFFECTIVE DATES

DATE SF 178-Y RECEIVED BY	EMPLOYEE'S DECISION	(IF NO WAIVER SF 53, IN EFFECT)							
EMPLOYING OFFICE		OF DECISION	OF DEDUCTIONS						
	Elects optional (in addition to regular) (box A).	Coverage effective February 14, 1968	Deductions begin 1st day of 1st pay period beginning on or after February 14, 1968						
in or before February 14, 1968.	Declines optional (but not regular) (box 8).	Declination effective February 14. 1968.							
	Walves reguler (so ineligible for optional) (box C).	Waiver effective last day of pay per- od in which February 14, 1968 falls.	Deductions stop last day of p. period in which February 14, 190 talls.						
,	Elects optional (in addition to regu- lar) (box A).	Coverage effective on date of receipt	Deductions begin 1st day of 1st pay period beginning on or effor date of receipt.						
ler February 14 but not later than April 14, 1968.	Declines optional (but not regular) (box B).	Declination effective on date of re- cept. but employee toses auto- matic optional protection on Feb- ruary 14, 1968							
}	Cancels previously elected optional (but not regular) (box 8)	Cancellation effective tast day of pay period in which received	Deflections for optional stop last det of pay period in tritich re-						
i	Waives regular (so ineligible for op- tional) (box C)	Warver effective last day of pay per- od in which received	Districtions step last day of pay po-						

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To date, I have worked in operational activities of primarily CI and FI orientation with a greater emphasis on the former. In order to round out my early career stage as an operations officer, an assignment with more CA orientation would be beneficial.
If available, my grade not withstanding, an assignment as supervisor of a section or as Chief of Base would be desirable in preparation for the eventual assumption of duties with higher responsibility in the future.
SIB. INDICATE IF YOU DESIRE TO EXTEND YOUR CURRENT TOUR BY CHECKING IN APPROPRIATE BOX. ALSO INDICATE PREFERENCE FOR NEXT REGULAR ASSIGNMENT BY INSERTING 1. 2. 6 3 (for lef, 2nd, and 2rd choice) IN REMAINING BOXES. COMPLETE ALL ALTERNATE CHOICES AND OPTIONS IN ALL CASES EVEN THOUGH YOU ARE PEQUESTING AN EXTENSION OF YOUR TOUR.
EXTEND TOUR Three MONTHS AT CURRENT STATION TO 31 JANUARY 1968
DE ADSIGNED TO HOOTHS FOR A TOUR OF DUTY: INDICATE YOUR CHOICE OF DIVISION. STAFFAGRICE.
BE ASSIGNED TO ANOTHER FIELD STATION: INDICATE CHOICE OF OFOCRAPHIC AREA OF SPECIALIZATION 157 CHOICE Monagua 2ND CHOICE Madrid 2ND CHOICE NIO de Janeiro
A RETURN TO MY CURRENT STATION
TO BE COMPLETED BY FIELD STATION
It is recommended, primarily because of problems of health (at the high altitude in this post) that this officer be allowed one of the choices he has listed under 11 B. The departure of this officer will mean a loss to the operational capacity of his Section; and it is with regret that Chief of Station, Mexico City concurs with his request for re-assignment.
TO BE COMPLETED BY APPROPRIATE HEADQUARTERS OFFICE
13. IN CONSIDERATION OF THE EXPERIENCE AND PERFORMANCE OF THE EMPLOYEE, HIS PREFERCE FOR NEXT ASSIGNMENT, AND THE STAFFING REQUIREMENTS OF YOUR COMPONENT, INDICATE YOUR COMPONENT'S RECOMMENDATION FOR HIS NEXT ASSIGNMENT AND TRAINING.
WH Division proposes that Mr. Piccolo be extended to December 1967. He will then be assigned to Managua under replacing James D. ZABOTH.
Laward k. o' moun
LATE LO May 67 TITLE C/WII/Pers SIGNATURE Robert D. Cashman
FOR USE BY CAREER SERVICE
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Implicate - To Employing Office

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Supplement to Staff Exployee Parsonnel

Mr. Joseph Piccolo

Effective August 27. 1965

The purpose of this memorandum is to call your attention to existing policies which are particularly material to you while you are and to set forth certain rights and obligations which are incident to your status as an appointed employee. It is hereby agreed and understood that:

1. As an employee of this organization, at the present grade and salary of 0S-10 & 48170 1710. Per annum, you will accept employ
You will, insofar as consistent with your basic responsibility to this organization, abide by all the rules, regulations, practices and policies

You are prohibited, except as specifically authorized herein,

It is understood and agreed that the minimum period of your overseas tour of duty is governed by and coincident with the prescribed Currently, your prescribed tour consists of a period of Two Years from the date of your arrival at your overseas post of duty. Your assignment may be terminated earlier for the convenience of this organization and the length of your tour of duty, as currently specified, may be unilaterally changed by this organization in order to conform with subsequent changes in the prescribed tour If you request termination of your overseas assignment solely for your own convenience, unless it is for circumstances that are considered by this organization to be beyond your control or if you are terminated for cause under the regulations of this organization before you have completed the minimum period of service prescribed above from the date of arrival at your overseas post of duty, you will not be entitled to return travel or transportation for yourself or your dependents to the United States at Government expense. If you request termination of your overseas assignment solely for your own convenience, unless it is for circumstances that are considered by this organization . to be beyond your control or if you are terminated for cause under the regulations of this organization before you have completed one (1) year of service from the date of your arrival at your overseas post of duty, you will be required to reimburse the Government for All of its expenses for your travel and transportation, and that of your dependents, from the continental United States to such overseas post of duty.

Form 1535 Complete Previous 9-60 Edition

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6. You will be required to keep forever secret this agreement and all other information which you may obtain by reason hereof, unless you are released in writing by this organization from this obligation. Violation of such secrecy may subject you to criminal prosecution under the Espionage Laws, dated 25 June 1948, as amended, and other applicable laws and regulations. The termination of your employment with this organization will not release you from the obligation of any security oath you may be required to take.

UNITED STATES GOVERNMENT

Fersonnel Office

ACCEPTED:

Jan & San 16

CONFIDENTIAL (When Filled In)

INFORTANT

Central Processing France has been charged with responsibility (OPM 20.5.1 sated 12 October 1951) for ensuring that all employees processing PCS to the Franchard reviewed the field version of the Employee Conduct Handbook. You will not be checkefout for your proposed travel until you wish the following statement and return it to CPB. Your Personnel Officer can profite you with a copy of the Handbook.

MENORANDUN OF UNDERSTANDING

I hereby acanovictoe that I have read and understand the contents of Field Hambook 20-4, Employee Conduct, dated 30 July 1962

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JOSEPH PICCOLO

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ARE YOU A MEMBER OF THE NO		CREDIT UNIONF	⊠ □	NO 1	
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4. ADDRESS (NUMBER AND STREET)	5 FAMOU OFFICE NO. 18 ENGLIMENT CODE NO.
(City AND ZONE NUMBER) (STATE)	11239901 421 7. DATE ACTION BLOWES BYTEIN
	8/3/62
B. TER	MINATION
ENFOLWENT TERMINATES EFFECTIVE OF THE DATE SHOW NONGROUP CONTRACT	N IN ITEM 7. ABOVE, WITH ELIGIBLETY TO CONSERT TO A
C. CHAN	GE IN PLAN
ENOCIEMENT SHOWN BY ITEM 6, ABOVE, HAS BEEN TERN	MARTED BECAUSE OF ELECTION OF ANOTHER PLAN.
D. TRANSFER OUT	E. TRANSFER IN
NAME AND ADDRESS OF HEW PAYROLL OFFICE (OR RETIREMENT SYSTEM) TO WHICH TRANSFERRING.	ENROLLMENT ACCEPTED BY THIS AGENCY
F. SUSPENSION	G. REINSTATEMENT
ENPOLIMENT HAS BEEN SUSPENDED, EFFECTIVE ON DATE SHOWN IN ITEM 7, ABOVE WHILE EN BOLLEE IS ON ACTIVE MILITARY DUTY OR FOR THE REASON STATED IN BEMARKS	ENPOLLMENT HAS BLEN REINSTATED, EFFECTIVE ON DATE SHOWN IN ITEM 7, ABOVE,
H. CHANGE IN N	AME OF ENROLLEE
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HEALTH BEREFIELD OFFICER Cent	ral Intelligence Agency

					
•	TUS QUESTIONNAIRE	DO NOT WRITE IN SPACES BELOW			
I. THIS DATE (Month-dep-year)		1-0. SERIAL NUMBER			
	1962	025658			
2. NAME (Last-Historiddle)	7 5 5	7-24. NAME			
Diccela, Jus	eph Slephan	29-28. 008	TAR AND		
3. DATE OF BIRTH (Monthyser)	4. SEX	1	29. SEX		
Vec 1735	6. SCHEDULE AND GRADE	12-35	/		
B. OFFICE TO WHICH ASSIGNED		10-31. OFFICE CODE	32-34. SCHO 35-36 GR		
	65-7	61	45 07		
7. SUBJECT TO CURRENT DRAFT	B. INDICATE PAFT CLASSIFICATION,	ST. DRAFT STATUS	38-39. CLASS.		
YES NO	- IF ANY (1-15)	V	1-0		
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9. BRANCH OF SERVICE ON BEPARATION	· · · · · · · · · · · · · · · · · · ·	40. BRANCH SERVICE	AND DESCRIPTION OF THE PERSON NAMED IN COLUMN TWO IS NOT THE OWNER.		
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121 NAVY 41 AIR FORCE	SERVICE	<i>-</i> /	E-5		
	148 100	, ,			
11. STATUS AT TIME OF SEPARATION (Ch	eck one)	43. STATUS AT SEPAR	ATION		
(1) REGULAR (2) RESERVE	(3) DRAFTEE (4) OTHER (Specify by	2	-		
12. TYPE OF SEPARATION (Check one)			March Bearing		
		44. TYPE OF SEPARA	F 161PU		
	EASE NOTE	(A-less than 8 year !	3-8 yes or more)		
	E CONNECTED DISABILITY, DO NOT CHECK CTED DISABILITY" UNLESS YOU WERE				
ACTUALLY RETIRED FOR THIS REAS	DN. IF OTHERWISE, CHECK "HONORABLE	1 4 3 4	5 A7-X		
DISCHARGE" OR "RELEASED TO INAC	TIVE DUTY" AS APPROPRIATE, EVEN				
THOUGH YOU MAY BE DRAWING A DIS	ABILITY ALLOWANCE OF COMPENSATION.	1 8 3 18	. 5 8 7 0 1		
III MELEASED TO INACTIVE DUTY	(8) RETIRED-AGE	2.4	(3)		
IZI HONORABLE DISCHARGE	(6) RETIREO-SERVICE CONVECTED OR ASSLITA	1 10			
		28 48			
(3) RETIRED-20 (armore) YES, SERVICE	17) RETIREO-COMBAT DISABILITY		***		
(4) RETIRED-LESS THAN 20 YES SORVICE	(8) STHER-SPECIFY UNDER COMMENTS		The state of the s		
	CES COMPLETE THE FOLLOWING				
13. RESERVE BRANCH OR SERVICE	14. ORIGINAL ENTRY DATE IN ARMED	45. BRANCH SERVICE	46-49, ENTRY DATE		
D.C. A.R. North Gened	13 Folk 54	8	(22 5 1/ 1		
15. SERVICE SERIAL NO.	IS. MOS, APSC, DESIGNATOR, OR RATING	10-59. SERY. SER. NO.	80-64. MOS, AFSC,		
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17. MIL. ORADE	18. RESERVE CATEGORY (Check one)	43-86. MIL. GRADE	67. CATEGORY		
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19. EXPIRATION DATE OF APPOINTMENT	•	48-71. EXPIRATION GAT	3 1		
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20, MIL, MOBILIZATION ASSIGNMENT	1	78. WOBILIZATION 4551	ONMENT		
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STANDARD FORM 61
BYSTED BUYE 1897
U. S. CIYIL SLEWICE COMMISSION
F. P. M. CHAPTER 46

APPOINTMENT AFFIDAVITS

IMPORTANT.—Before swearing to these appointment affidavits, you should read and understand
the attached information for appointee

	the att	ached information	for appoint ee	- ;
	CENTRAL INTELLIGENCE AC	GENCY	LANGLEY, VIRG	IIIIA
	(Department or agency)	(Bureau or division)	(Place of employment	mt)
1,	JOSEPH L. PICCOLO		do solemnly swear	(or affirm) that-
	OF OFFICE			1
domestic without	Il support and defend the Con	and allegiance to ti rpose of evasion; t	he same; that I take this hat I will well and faithfu	obligation freely
B. AFFIDA	AVIT AS TO SUBVERSIVE ACTIV	VITY AND AFFILIATI	ON	
organizat United S Constitu nor will	n not a Communist or Fascistion that advocates the over states, or which seeks by for tion of the United States. I knowingly become a member the Federal Government or	throw of the construction	titutional form of the Go deny other persons their r (or affirm) that I will I ation during the period the	vernment of the rights under the not so advocate,
C. AFFIDA	AVIT AS TO STRIKING AGAINST	T THE FEDERAL GO	VERNMENT	
agency tl States or ment of United S member of Governm Governm organizat		cicipate while an erect and will not assegney thereof while I do further sweament employees the any agency thereof any agency thereof	nployee of the Government the right to strike against an employee of the Govar (or affirm) that I am is hat asserts the right to stand I will not, while an	nt of the United inst the Govern- vernment of the not knowingly a crike against the employee of the
	IVIT AS TO PURCHASE AND SA			
	ve not, nor has anyone acting a for or in expectation or hop			
	VIT AS TO DECLARATION OF A answers given in the Declara		on the reverse of this for	rm are true and
	to of entrance on Sulp)		(Bignature of appoints)	
	and aworn before me this?	7th day of	lugust.	A. D. 19.6 1
at	Sangled	·····	U ergmin	
	[arar]		wonnel Clerk	

NOTE - The nath of white must be administered by a person specified in 3 U.S. C. 18, or by a person designated to administer maths under Section 200, Act of June 20, 1943, 3 U.S. C. 100. If he a Notary Public, the date of

Commen

DECLARATION OF APPOINTEE

This form is to be completed before entrance on duty. Answer all questions. Admitted unfavorable information about such matters as arrests or discharges will be considered together with the favorable information in your record in determining your present fitness for Federal employment. However, a false statement or dishonest answer to any question may be grounds for dismissal after appointment and is punishable by law.

1 PRIMER Autorian Statement and number	cits and State)	-					
A (A) DATE OF BIRTH	In the section of the	4= ==			JASh. ~ 6 To ar 1.4, D	<u>. C</u>	
8 Dec 35	1/00/	برم	,5	/	Vew York	•	
8 (A) IN CASE OF EMERGENCY, PLEASE HOTIFY	/ (B) MELATI	юнсия	•	(C) STATE	IT AND NUMBER CITY AND STATE (0) TELEF	BROH	NO.
De Tread D.	11 1 027	7.	~	ET.	LAUDERDALE, FIR. LOC	1	~
A DOES THE UNITED STATES GOVERNMENT EN	PLOY, IN A CIVILIAN CAPACITY	ANY R	FLATI	VE OF YOUR	PS (SITMER BY BLOOD OR MARRIAGE) WITH WHOM YOU LIVE OR HAVE	LIVED	WITHII
El so, los each euch relative hil in the	Olive street nu	E ADDR	£39		(1) PAITHON (2) TEMPURARY OR NOT (2) CEPARTMENT OR AGENCY IN WHICH RELATIONSHIP	MAR. BIFD Check	SIR. GLE Fone)
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INDICATE ANSWER BY PLACING "X"	IN PROPER COLUMN	YES	NO	INDICA	TE ANSWER BY PLACING "X" IN PROPER COLUMN	YES	NO
(A) ARE YOU A CITIZEN OF THE UNITED STAT MATIVE OF AMERICAN SANOA DO YOU OWE / STATES OF AMERICAN	ES OF AMERICA OR (8) AS A ALLEGIANCE TO THE UNITED	7	_	18 (A) HJ LINEAR	AYF YOU EVER FILED A WAIVER OF LIFE INSURANCE COVERAGE R THE FELLERAL EMPLOYEES GROUP LIFE INSURANCE ACT!	-	×
ARE YOU AN OFFICIAL OR EMPLOYEE OF ANY ST BURICIPALITY!			V	(B) IF	YOU MAYE FILED SUCH A WAIVER, HAS IT SEEN CANCELED OR	-	2
It your answer is "Yes," give details. DO YOU RECEIVE OR HAVE YOU APPLIED FOR AN			2		YOU PILED APPLICATION RESULTING IN THIS APPOINTMENT:	-	1
STATES OR UISTRICT OF COLUMBIA GOVERNME ACT OR ANY-PENSION OR OTHER COMPENSATI SERVICET	MT UNDER ANY MET AL MENT		~	A, MAV	TO WEEK DISCHARGED FROM I MELOYMENT BECAUSE: YOUR COROUCT WAS NOT SATISFACTURE?	<u>.</u>	1
Il-your answer is "Yee," give details i			X	(D) 1	FOUR WORK WAS MOT SATISFACTORY!	_	7
BACE YOU FILED APPLICATION RESULTING IN TO BEEN ARRESTED, CHARGED, ON HELD BY FFDE EMPORCEMENT AUFHORITIES FOR ANY VIOLAS	RAL, STATE OR OTHER LAW	- (E YOU RESIGNED AFTER OFFICIAL NOTIFICATION THAT:		
STATE LAW COUNTY OR MUNICIPAL LAW REGU NOT INCLUDE TRAFFIC VIOLATHIMS FOR WHICH IMPOSED ALL OTHER CHARGES MUST BE INC	EATEDRICE OR DESIGNATE DO				POUR COMPUCT WAS NOT SATISFACTORYS FOUR WORK WAS NOT SATISFACTORYS	-	1
		- 1	J	C. MAYS	F 1794 BEEN DISCHARGED FROM THE ARMED SERVICES WILEER		
Il your answer is "Yes," give in it (I) approximate date, (2) charge, (3) p			X	OTH	ER THAN HONORABLE CONDITIONS?		1
SINCE YOU FILED-APPLICATION RESULTING IN YOU BEEN BANNED BY THE U.S. CIVIL SERVICE EXAMINATIONS ON ACCEPTING CIVIL SLAVICE I	COMMISSION FROM TAXING			lion non res	your answer to A, B, or C is "Yes," give details in 12 seclearly as you can remember, including the rise and address of employer, approximate date, and sone in each case.		X
EXAMPLETIONS OF ACCEPTING CIVIL SERVICE I If your enemer is "Yes," give date min deburment in Item 13.	es of and resides for		7			<u>. l</u>	
SPACE FOR DETAILED ANSWERS TO OTHER OU	ESIKAS (Indicate Hom Au	a me bea	+ 10	which en	neware apply)		
TEM MO			#	ITEM NO			

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AND THE RESIDENCE OF THE PARTY					wide the notation and account of a complete and a c		

INSTRUCTIONS TO APPOINTING OFFICER, -- You must determine that this appointment would be in conformance with the Civil Service Roles and Regulations, and acts of Congress perfaining to appaintment. This form should be checked for holding of office, promine, any record of recent discharge or arrest, age, citizenship, and members of family. Also, to establish the identity of the apparates, you should particularly check (1) his signature and handwriting against the application and/or other pertinent papers and (1) his physical appearance against the medical certificate.

L S GOLDHART MAN DE CET EL 189 (D-4) 7/9

E. LIST PERIODS OF ACTIVE SERVICE IN ANY BRANCH OF THE ARMED FORCES OF THE UNITED STATES. IF YOU HAD NO ACTIVE BEAMCH BEAMCH FROM— VEAR MONTHS DAY 1188 18-WITH DOY (HER WITEDSTATES IF YOU HAD NO ACTIVE BEAMCH FROM— VEAR MONTHS DAY 1188 18-WITH DOY (HER WITEDSTATES IF YOU HAD NO ACTIVE BEAMCH FROM— VEAR MONTHS DAY 1188 18-WITH DOY (HER WITEDSTATES) S. DURING PERIODS OF EMPLOYMENT SHOWN IN ITIM 3. DID YOU HAVE A TOTAL OF MONTH HAM & MONTHS ABTENCE WITHOUT PAY, INCLUDING PERIODS OF RESCHART MARINE SERVICE, DURING ANY ONE CALANDAR VEAR VES 18-WITH ITIM 18-WITH DOY 18. (LWOP, PAYES, STATES, AND AND AND 18-WITH MONTH DAY 1188 MONTHS DAY				_				_						
THE PROPOSE OF THE PRICE OF MICHAEL SHOULD FILE THAT DO STATES IF YOU HAD NO ACTIVE BANKED FOR MICHAEL SHOULD SHOU	A C F C SEAL TO COMMISSION	sΤΑ											ERVICE	
I NAME (Last, first, models initial) I NAME (Last, first, models init	credits for reduction in	force.	and (2)	in re	cording	gagency	, deteri	mmat	ion of c	omert	itive stati	poses and re us. The en	etention nployee	
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S. DIFFOR PRINCIPLES (AND MATER) CONCINENTIAL SELECTION OF STATES OF COLUMNIA CHARLE YOU HAVE HAD BEIGHT OF ONCE PRESENT AND COLUMN AND HAVE HAD BEIGHT OF ONCE PRESENT AND COLUMN AND HAVE HAD BEIGHT OF STATES OF STAT	Piccolo Joseph		>			8	De	? c	35-		10. A C	C STATUS	VES AO	
TER WORTH ON THE WORTH ON THE ARMED FORCES OF THE UNITED STATES. IF YOU HAD NO ACTIVE MILITARY SCRIVE, MATE WAS ACCOUNTED BRANCH OF THE ARMED FORCES OF THE UNITED STATES. IF YOU HAD NO ACTIVE MILITARY SCRIVE, MATE WAS ACCOUNTED BRANCH FROM THE WORTH OF	3 LIST THE POLLOWING INFORMATION CONCLUMING PRIOR TO YOUR PRESENT APPOINTMENT (Do not	G ALL I	EUI RAL . Pulitary	AND D	istrict +.}	OF COL	DMBFA 5	ERVIC	L YOU HA	NYE HAC	B. TY	PE OF PRETEN POINTMENT	ıt	
E. LIST PERIODS OF ACTIVE SERVICE IN ANY BRANCH OF THE ARMED FORCES OF THE UNITED STATES. IF YOU HAD NO ACTIVE MILITARY SERVICE, MRITE MOLE. BRANCH FROM VEAR MONTH DAY 11AR MAYER IN MONTH DAY (HAR. or dishon P) U.S. AIR FORCE GO CCT & 62 AU 614 HOW. S. DURING PERIODS OF EMPLOYMENT SHOWN IN 171 M 3. DID YOU HAVE A TOTAL OF MONT HAM & MONTHS ABTINCE WITHOUT PAY, INCLUDING PERIODS OF MERCHANT MARINE SERVICE, DURING ANY ONE CALANDAR VEAR! YES TOTAL SERVICE WITHOUT PAY, INCLUDING PERIODS OF MERCHANT MARINE SERVICE, DURING ANY ONE CALANDAR VEAR! YES TOTAL (LIVOP, PAYL, SAVER, AWOL, Mee May) TYPE IF ANSWER (LIST FOLK) (LIVOP, PAYL, SAVER, AWOL, Mee May) TYPE IF ANSWER (THE PROPERTY OF THE ARMED TOTAL OF MONTH HAM & MONTHS ABTINCE (LIVOP, PAYL, SAVER, AWOL, Mee May) TYPE IF ANSWER (LISTED IN 17EM 3, DID YOU ACQUIRE A PERMANENT COMPETITIVE CIVIL SERVICE STATUS: (LIVOP, PAYL, SAVER, AWOL, Mee May) TYPE IF ANSWER (THE PROPERTY OF THE ARMED TOTAL SERVICE TOTAL 13. MECHANISM DEVILE OF A DETARLY THE WAS ABOUT THE ARMED TO ADMINISTER OATHS 14. MONCRETOTTABLE SERVICE (RIF PROPERTY OF BETT TOTAL SERVICE 15. METERTOR ROFTS 16. DETARLOR ROFTS 17. ARE YOU A THE WIFE OF A DETARLOR DETERANT TYS DE NO 17. ARE YOU A THE WIFE OF A DETARLOR DETERANT TYS DE NO 18. DETERTOR ROFTS 19. ME	HAME AND LOCATION OF AGENCY						17	1	APPOINTS	ENT			DAY	
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INSTRUCTIONS. File this form on the permanent side of the employee's africial personnel folder immediately before or after the permanent side of the employee's africial personnel folder immediately before or after the per

CONFIDENTIAL (when filled in)

ACKNOWLEDGEMENT

I hereby acknowledge that I have read and understand the contents of Handbook 20-4, Employee Conduct, dated 29 August 1961.

Signature

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27 august 1962

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12. IN CONSIDERATION OF THE PAST EXPERIENCE AND PERFO ASSIGNMENT, AND THE STAFFING REQUIREMENTS OF THE ST AND TRAINING:	ORWANCE OF THE EMPLOYEE, HIS EXPRESSED PREFERENCE FOR ATION, INDICATE YOUR RECOMMENDATION FOR HIS NEXT ASSIGN	NEXT MENT
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TRAVEL AGREEMENT BY STAFF EMPLOYEES ASSIGNED TO PERMANENT DUTY STATION OUTSIDE CONTINENTAL UNITED STATES

- 1. In accordance with the policy of the Central Intelligence
 Agency, I agree to serve outside the continental United States a minimum tour of 24 months from the date of my arrival at my permanent post of duty, unless said tour is sooner terminated by the Government for its convenience, or it is terminated by the Agency for circumstances that are considered by it to be beyond my control.
- 2. It is understood and agreed that if I terminate for reasons within my control in less than 12 menths from the date of arrival at said post, I shall reimburse CIA for all travel expenses, including storage and per diem, incurred in the transporting of myself, my dependents, my household and personal effects and my automobile to my permanent post of duty, and shall pay all return travel and transportation expenses to the United States.
- 3. It is further understood and agreed that if I terminate for reasons within my control subsequent to the twelfth month but prior to the completion of my tour of duty, I shall pay all return expenses for the travel and transportation of myself, my dependents, my household and personal effects and my automobile to the United States.

WITHESS:

1

Patricia Horamalele

Joseph 5. Piccolo

Date: 4 Nov 1957

" *** 4. 9114 ****** **** ** *** ***

CONFIDENTIAL

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STANDARD FORM 61

PRIVILED MARCH 1998

S. S. CIVIL SERVICE COMMISSION
F. P. M. CHAPTER 46

APPOINTMENT AFFIDAVITS

IMPORTANT.—Before	swearing to them	appointment	affidavits, you	should read	and understand
1	the attach	ed information	for appointee		•

CENTRAL INTELLIGENCE AGENCY (Department or agency)	(Bureau or davisson)	Washing ton, D. C.	
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1,loseph Stephan Piccolo		, do solemnly swear (or affi	rm) that-
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INSTRUCTIONS TO APPOINTING OFFICER.—You must determine that it this appointment wound or in conformation with the Civil Service Act, applicable Civil Service Rules and Regulations, and acts of Congress pertaining to approximent. This form should be checked for holding of office, pension, any record of recent discharge or arrest, age, citizerable, and members of family. Also, to establish the identity of the appointer, you should particularly lived (i) his agnature and handwriting against the application and/or other pertinent papers and (i) his physical appearance against the medical certificate.

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STANDARD FORM 144 REVISTO SEPTEMBRE MARINE U.S. CIVIL SEPTEMBRE COMMITTEE FEM CHAPTERS LI, RE AND SE		A	ND E	DETE		TION	N OF U	الدك	PETIT	IVE STA		
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INSTRUCTIONS. File this form on the permanent side of the employee's efficial personnel felder immediately before or other the peraction involved.

NOTE: If outh is taken before a Notery Public, the date of expiration of his Commission should be shown

14 00000

Date 4 February 1957

Dear Mr. Piccolos

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1. This is to notify you that the United States Government, as represented by the Central Intelligence Agency, has accepted your employment effective & February 1957.

Position:

File Clark

Base Salary:

\$3415.00 per annum

- 2. You will be entitled to receive annual and sick leave, retirement coverage and such other employee benefits as may be provided by Agency regulations or applicable Federal laws and regulations.
- 3. As a condition of your employment by the Central Intelligence Agency, you are subject to assignment to tours of duty at posts outside the continental United States. Each time you are so assigned, the duration of the tour of duty will be prescribed in advance and will normally consist of a period of 24 months. You will be required to serve the prescribed period of the overseas tour of duty from the date of arrival at your overseas post of duty unless this tour is sooner terminated by the Government for its convenience or it is terminated for circumstances that are considered by the Agency to be beyond your control.
- 4. If you terminate your assignment at an overseas post of duty for reasons within your control in less than 12 months from the date of arrival at the overseas post of duty, it is understood and agreed that you will be liable for reimbursing CIA for all travel expenses, including storage and per diem, incurred by the Government in the transportation of yourself, your dependents, household effects and automobile to your overseas post of duty, and you will pay all return travel and transportation expenses to the United States.
- 5. It is further understood and agreed that if you terminate your overseas assignment for reasons within your control subsequent to the twelfth month but prior to the completion of your prescribed tour of duty, you will pay all return expenses for the travel and transportation of yourself, your dependents, household effects and automobile to the United States.
- 6. If you wish to return to the United States for personal reasons during your overseas tour of duty, all travel and transportation coats incident to such return will be borne by you, with no expense to the Government.

- 7. Your employment is conditioned upon satisfactory completion of the training courses prescribed by CIA and satisfactory performance of duty for a total period of 12 months from the date of employment. In the event either training or performance of duty is deemed unsatisfactory by CIA, you will be considered for other types of available employment for which you are suited, or your employment will be terminated.
- 8. Your appointment is for such time as your services may be required and available funds permit.

Office of Personnel

I accept the above agreement as a condition of my employment by CIA.

14 00000

Joseph of Piccola (Employee)

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MEMORANDUM OF UNDERSTANDING REGARDING MILITARY SERVICE OBLIGATION

I understand that in accepting a position with the Central Intelligence Agency while subject to induction into the Armed Forces under the Selective Service Act, I cannot and will not expect deferment from such military service by virtue of my employment with the Central intelligence Agency.

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5. I HAVE N	0 READING #81	LITY IN THE LANG	UAGE, -				ļ.					
SECTION 8.			Writing	(41)			5					
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	MITHUATION OF PART II-LANGUAGE ELEMENTS
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1.	I SPIAN FLITTEN AND ACCUPATION IN ALL PRACTICAL AND ROCIAL SITUATIONS) I CONVERSE FREELY AND IDIOMATICALLY. IN ALL FIELDS BITS WHILH I 'AM FAMILIAR.
2.	I SPEAK FLUEN"LY AND ACCUMATELY IN NEARLY ALL PRACTICAL AND SOCIAL SITUATIONS: I CAN CONNERSE IN MOST FIELDS BITH SHICH I AM FAMILIAY AND I EMPLOY NOWE POPULAR SAYINGS, LITERARY QUOTATIONS, AND COMMON PROVERSS.
0	I GET ALONG OLITE BELL IN SITUATIONS OF PAILY LIFE AND TRAVEL AND CAN CONDUCT ROUTINE BUSINESS IN PARTICULAR FIELDS
4.	I MANAGE TO ALT ALONG IN THE MOST COMMON SITUATIONS OF DAILY LIFE AND TRAVEL.
5.	I HAVE NO RESILETY TO USE THE LANGUAGE IN ANY OF THE ABOVE RESPECTS.
SECTI	OR E. Linkerstanding (-14)
1.	I UNDERSTAND NON-TECHNICAL CONVERSATION ON ALL SUBJECTS, BOTH FACE-TO-FACE AND ON THE TELEPHONE: I UNDERSTAND NEARLY EVERYTHING I HEAR UNITHE HADIO AND AT THE MOVILS, PLAYS, AND LECTURES.
2.	I UNDERSTAND NON-TECHNICAL CONVERBATION ON NEARLY ALL SUBJECTS, BOTH FACE-TO-FACE AND ON THE TELEPHONE: I UNDERSTAND WOST OF WHAT I HEAR ON THE RADIO AND AT THE MOVIES, PLAYS, AND LECTURES, INCLUDING MOST JORES AND PUNS.
0	I UNDERSTAND NEARLY ALL CONVERSATION ON TUPICS OF DAILY LIFE AND TRAYEL, BOTH FACE TO FACE AND ON THE TELE- PHONE: I UNDERSTAND WICH OF WHAT I HEAR ON THE RADIO, AND AT THE MOVIES, PLAYS, AND LECTURES.
4.	I UNDERSTAND THE SIMPLEST CONVERNATION, BOTH FACE-TO-FACE AND ON THE TELEPHONE: I UNDERSTAND SOME OF SHAT I HEAR ON THE RADIO AND AT THE MOVIES, PLAYS, AND LECTURES.
5.	I AN NOT ABLE TO UNDERSTAND THE SPOKEN LANGUAGE.
	BEFORE CONTINUING - CHECK PART II TO ENSURE THAT YOU HAVE CIRCLED ONE NUMBER PER SECTION.
	PART III-EXPERIENCE AS TRANSLATOR OF INTERPRETER (45)
1.	1 HAVE MAD EXPERIENCE AS A THANSLATOR.
2.	I MAVE HAD EXPERIENCE AS AN INTERPRETER.
3.	BOTH OF THE ADDRE STATEMENTS APPLY.
9	NONE OF THE ABOVE STATEMENTS APPLY.
	PART LV-CERTIFICATION
8000	I FEBTIFY THAT THE INFORMATION CIVEN ADDRE IS TRUE AND ACCURATE TO THE BEST OF MY BROWLEDGE AND BELIEF. 5 CEBTIFICATION CONSTITUTES MY APPLICATION FOR A MAINTENANCE FRANC PROVIDED I AM SUBLIBLE WHOLE THE TERMS OF ULATION NO. 29-119. PAR. ICLAS. I UNDINSTAND THAT I MUST PASS AN OBJECTIVE LANCEAUX PROCECTIONS TEST BEFORE! OME ELIGIBLE FOR AN IREND. AND THAT ISSISTIVE OF THE ORTE OF TESTEMS, ANNUAL MAINTENANCE ABRADE WILL BE ULATIVE AN OF THE ANNUAL MAINTENANCE ABRADE WILL BE ULATIVE AN OF THE ANNUAL MAINTENANCE.
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		PART II-LANGUAG	E ELEMENTS	*		,
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4. I CAN READ SIMPLE TEX	TS. BUCH AS STRE	ET BIGNS, WEWSPAPE	N HEADLINES, ETC.,	USING THE DICTION	144 FREQ	UENTĻY.
5. I HAVE NO READING ABII	LITY IN THE LANG	JAGE.				***
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SECTION C.		Pronunciation	n (42)			
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•			<u> </u>	A personal	interview in	s not	necess	ary.				
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FORM NO 1172 NO. 6000 FORM 14 14

CONFIDENTIAL

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CONFIDENTIAL SECURITY INFORMATION SECURITY APPROVAL

Date: 20 December 1956

Chief, Records & Services Divsion TO: Personnel Office

Your Reference: C-6351 FI

FROM: Chief./Security Division

Case Number: 109709

Personnel SUBJECT: PICCOLO, Joseph Stephan

This is to advise you of security action in the subject case as indicated below:

X Security approval is granted the subject person for access to classified information.

Provisional clearance for full duty with CIA is granted under the provisions of Paragraph D of Regulation 10-9 which provides for a temporary appointment pending completion of full security investigation.

The Director of Central Intelligence has granted a provisional clearance for full duty with CIA under the provisions of paragraph H of Regulation 10-9.

Unless the subject person enters on duty within 60 days from the above date, this approval becomes invalid. Subject is to be polygraphed as part of EOD procedures.

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TRABS SECTION

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U.S. DEPARTMENT OF JUSTICE

U. S. DEPARTMENT OF JUSTICE

STANDARS FORM 5Q

PER APPL 1851
PROMULCATED BY

W. S. (FIST), SERVICE COMMISSION
CHAPTER BY PEOPRAL PIDSCHNEL MANUEL

FLERAL BUREAU OF INVESTIGATION WASHINGTON 25, D. C.

FORM APPROVED SUDGET BUFFAU MC 50 R044 repaire by:

Checked by:

NOTIFICATION	OF	PERSU	MAIAE	L ACTION	**************************************
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JOSEPH S. PICCOLO #1818	35	12-8	-35	5714	9-9-55
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REMARKS.	,			/,	1
Forwarding Address: 2210 20th Washington	Street	t, Nort	hwest		
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I. PERSONNEL PILE

STAPIDARD FORM 55 U. B. CIVIE SERVICE COMMISSION CHAPTER 43 F. P. M.

NOTICE OF CONVERSION PRIVILEGE Federal Employees' Group Life Insurance Act of 1954

An employee is entitled to convert to an individual policy when his group insurance terminates because of separation from an agency, transfer or appointment to a group excluded by law or regulation from insurance coverage, expiration of 12 continuous months in a nonpay status, or entry into the military service of the United States and acquisition of coverage under the Servicemen's Indemnity Act of 1951.

An employee whose group insurance terminates as indicated above may, under provisions set forth in his Certificate of Group Insurance, purchase an individual policy of life insurance without medical examination. The individual policy may be in an amount not exceeding the employee's group life insurance and will be issued at rates applicable to the type of policy purchased and to his current age and class of risk.

If you are entitled to convert group life insurance to an individual policy and wish to exercise this privilege, you must:

- 1. Ask the agency identified in the block below to give you a completed Agency Certification of Insurance Status, and
- 2. Follow the instructions printed on the Agency Certification of Insurance Status, and mail it to the Office of Federal Employees' Group Life Insurance, 330 Fourth Avenue, New York 10, N. Y. That office will promptly mail to you detailed information on how to apply for conversion.

IMPORTANT

THE TIME IN WHICH AN EMPLOYEE MAY CONVERT IS LIMITED. THE COMPLETED "AGENCY CERTIFICATION OF INSURANCE STATUS" (NOT THIS FORM) MUST BE MAILED TO THE OFFICE OF FEDERAL EMPLOYEE'S GROUP LIFE INSURANCE WITHIN 31 DAYS AFTER YOUR GROUP INSURANCE TERMINATES, OR WITHIN 15 DAYS AFTER THE DATE OF THIS NOTICE, WHICHEVER BASIS GIVES YOU

UNDER CERTAIN CONDITIONS, LIFE INSURANCE IS PAYABLE IF DEATH OCCURS WITHIN 31 DAYS AFTER AN EMPLOYEE'S GROUP INSURANCE TERMINATES, EVEN THOUGH HE HAS NOT APPLIED FOR CONVERSION. IF DEATH OCCURS WITHIN THIS PERIOD FURTHER HIFORMATION CONCERNING POSSIBLE BENEFITS MAY BE OBTAINED FROM THE AGENCY NAMED BELOW.

Joseph S. Piccolo

DATE OF THIS NOTICE

NAME AND MAILING ADDRESS OF AGENCY

Soutambur 8, 1955

- INSTRUCTIONS TO EMPLOYING AGENCY 1. Fill in the name and address of the office which
- 2. Fill in the date this notice is issued, and note this date in your records for possible future reference.

issues this notice (overprint or stamp if desired).

3. Qive this notice, as required, to every employee on the date his insurance terminates (except by waiver).

Federal Communication of Automation Reem 4 1. Unit. Unity ... The second of Justice ... Washington Ch. S.C.

G. 6. apriming parents office | \$4-70549-\$

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STANDARD FORM 50

REV. SPRIL 1961

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U 6 CINL SERVICE COMMISSION
CHAPTER 81, FROMERA PERSONNEL MANUAL

FELERAL BUREAU OF INVESTIGA (ON WASHINGTON 25. D. C.

FORM APPROVED BUDGET BUREAU NO. 80-R964

Propared by: 4 Plant Checked by: 4 Plant Checked by:

NOTIFICATION	1 OF 1	PERSC	NNE		1		
F. NAME (MA, - MIGG- MMG, - PINST - MIDDIS INITIAL - LAST)		E. DATE OF BIRTH		F. B. I.	N No. 4. DATE		
MR. JOSEPH S. PICCOLO		12-8-35		12688	10-3-54		
This is to notify you of the following action affecting your employ	ment:						
S, NATURE OF ACTION 1998 STANDARD TERMINOLOGY)		e saacus	E DATE	7. CIVIL SERVICE OR	OTHER LEGAL AUTHORITY		
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I. PERSONNEL FILE

FEDERAL BUREAU OF INVESTIGATION UNITED STATES DEPARTMENT OF JUSTICE

REPORT OF PERFORMANCE RATING

None of the town	. TASE DU S	A PIGGOLO	
Name of Employee:	UVSERICE	FIGURY	·
Where Assigned:	(Division)	ATTOM: RECORDS SECT. (Section, U	
Payroll Title:		CLERK CS-3	
Rating Period: from	1-1-54	to <u>9-30-5li</u>	
ADJECTIVE RATING		TISEACTORY Satisfactory, Unsatisfactory	Employee's Initials
Rated by:	man C Stalf	2 Superior	
Reviewed by:	P. W. WAIKART	Supervisor in Charge Tale	SEP 3 0 1954
Rating approved by	Signature	Assessed Director Co	21 1954 Date
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STANDARD FURM 80

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PROMISSION BY

US TERM SPRICE COMMISSION

EMPTER BOY, PERSONNEL MANUAL

FEDEN: AL BUREAU OF INVESTIGATIOS WASHINGTON 25, D. C.

FORM APPROVED
BUGGET BURGAU NO. 50-R06

Checked by See His
Filed by:

NOTIFICATION OF PERCONNEL ACTION

				kiled ch:
1. NAME 1909, - 1055 - 1009, - 20192 - 1111111 1517111 - 1 1 1 2 2		2. DATE OF BILLI	F. B I	55 7 5486
MR. JOSEPH S. PICCOLO		12-8-35	18802	3-26-54
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FEDERAL BUREAU OF INVESTIGATION UNITED STATES DEPARTMENT OF JUSTICE

REPORT OF PERFORMANCE RATING

	(1)		~	
Name of Employee:	JOSEPH S. PICCOLO	•		
Where Assigned:	RZCOFOS & CONTUNICAT (Division)	TOUS RZZOJO	S SECTION FIL (Section, Un	rig vit
Payroll Title:	LOCATE CLERK GS-3	• '		<u> </u>
Rating Period: from	8-3-53	to	. 1	2-31-53
				<u> </u>
ADJUSTINE DATING	SATTS	SFACTORY		Employee's Initials
ADJECTIVE RATING		g, Satisfactory, Una	atislactory	J. D.
Rated by:	with Course	e de	puis as	12-31-5_3 Date
Reviewed by:	Signature	Al com	Title	DEC 31 1953
Rating approved by:	Signature	ASSISTAN	Title	JAN 9 1954 Date
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FEDERAL BUREAU OF INVESTIGATION WASHINGTON 25. D. C.

Prepared by :

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CHARKS:	مداح ملي ملي				1
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his promotion is temporary in		elth Public	Law :		
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1. PERSONNEL FILE

One tide card to the APPOINTMENT CLERK OF THE OUTPATIENT CLINIC ACC and C Streets AN. Ex acco Ext. Each (or Gods 116)	FILL PRINT	SEPRI S. STITULE S. Clerk	S1 TICCOLO
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STANDARD FORM 78A JULY 1942 CIVIL SUPPLIE COMMUNICA F.P. M., CHAPTER MS		NTMENT AND REPORT	10-64300-8

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VETERAN'S PREFERENCE AND SOCIAL SECURITY STATEMENT

Date 8-3-53

- 1. Are you eligible to claim Veteran's Preference under any of the existing Veterans Preference Bills? Yes ____ No ____.
- Furnish information substantiating Veteran's Preference claim, including disability rating, if any.
- 3. Are you currently receiving any Social Security benefit payments?

 Yes _____ No ____.

 (If you are receiving any Social Security benefit payments at the present time you should immediately contact the local Social Security field office as to whether you will still be entitled to such payment.)

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STANDARD FORM 61 PREVISED AUGUST 1909 PROMULGATED BY CIVIL SERVICE COMMISSION FEDERAL PERSONNEL MANUAL

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APPOINTMENT AFFIDAVITS IMPORTANT.—Before swearing to these appointment affidavits, you should read and understand the

attached miormation for appointed	
JUSTICE F.B.I., WASHINSTON D.C. (Department or agency) (Bureau or devision) (Place of employment)	
I, JOSEPH STEFULL PICCOLO, do solemnly swear (or affirm) that-	
A. OATH OF OFFICE I will support and defend the Constitution of the United States against all enemies, foreign and domestic; that I will bear true faith and allegiance to the same; that I take this obligation freely without any mental reservation or purpose of evasion; that I will well and faithfully discharge the duties of the office on which I am about to enter, SO HELP ME GOD.	
B. AFFIDAVIT AS TO SUBVERSIVE ACTIVITY AND AFFILIATION	
I am not a Communist or Fascist. I do not advocate nor am I a member of any organization that advocates the overthrow of the Government of the United States by force or violence or other unconstitutional means or seeking by force or violence to deny other persons their rights under the Constitution of the United States. I do further swear (or affirm) I will not so advocate, nor will I become a member of such organization during the period that I am an employee of the Federal Government.	
C. AFFIDAVIT AS TO STRIKING AGAINST THE FEDERAL GOVERNMENT I am not engaged in any strike against the Government of the United States and that I will not so engage while an employee of the Government of the United States; that I am not a member of an organization of Government employees that asserts the right to strike against the Government of the United States, and that I will not, while a Government employee, become a member of such an organization.	
D. AFFIDAVIT AS TO PURCHASE AND SALE OF OFFICE I have not paid, or offered or promised to pay, any money or other thing of value to any person, firm or corporation for the use of influence to procure my appointment.	
E. AFFIDAVIT AS TO DECLARATION OF APPOINTEE	
The answers given in the Declaration of Appointee on the reverse of this form are true and correct.	
(Dues of entrance on duty) (Dues of entrance on duty)	
Subscribed and sworn before me this I'm day of august A. D. 1955	
(Cuyy)	
(SEAL)	\
NOTE If the path is taken before a Notary Public the date of expiration of his con such should	1

DECLARATION OF APPOINTEE

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This form is to be comple declaration will be grounds for criminal offense and will be p	or cancellation rosecuted accor	of a	polic	luty ation o	Answer all ques r dismissal afte	r appointment.	lee st. Impe	ent in ratio	
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ARE YOU AN CAPICIAL OR EMPLOYEE OF ANY STATE. MUNICIPALITY!									
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OFFICIAL ENTRANCE PERFORMANCE RATING

Date: August 3, 1953

Name: Joseph S. Piccolo

Ecd: August 3, 1943

Under the Federal Bureau of Investigation performance rating plan, every new employee is given an entrance performance rating which will constitute his official rating until superseded by a subsequent official rating.

The official entrance rating for this employee is satisfactory.

* AUG 71963

Ma40RANDUM

RE: Mr. JOSEPH S. PICCOLO

A character and fitness investigation including an appropriate loyalty check was conducted concerning this employee and he was found suitable for employment with this Bureau.

U. S. DEPARTMENT OF JUSTICE

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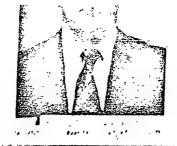
FEDERAL BUREAU OF INVESTIGATION WASHINGTON 25. D. C.

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NOTIFICATION OF PERSONNEL ACTION

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MR. JOSEPH S. PICCOLO	Am	2966 8-3-53
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EXCEPTED INDEFINITE APPOINTM	ENT EOD 8-3-	53 Schedule A Part 6.108(E)
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e provisions of the Universal Military Training		
e classification grade of this position is subject		on pursuant to Section 1310 c Supplement
Appropriation Act, 1952 – Public Law # 253,		
is appointment is a tempore ovisions of 22 Public Law #	ry, indefinite a 843, approved 9-	ppointment, pury ant to the 27-50.
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1. PERSONNEL FILE



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15. If appoints the united pointed to sessions:	ed as a Special Agent, er States or its territoria other positions, will you	e yoù willing and prepar I possessions, for eithe u accept assignment anyw specify where you will	ed to acce r temporar here in th accept ass	pt assi y or pe e Unite ignment	gnment or trans rmanent duration d State or its : Haspington	for to any part of 12 H.A. A. If ap- territorial pos-
16. If appointed proceed to you will ac	ed as a Special Agent, or washington 0.C. At your cept? 10 days 17,	to other positions for one expense, upon to day smat is the lumber entri	assignment ys notice? ance salor	in was yes_ a y you #	hington, D.C. ar if rot, what i	re you willing to
18. Are you now past 90 day	omployed by an agency of stage. D) want of agen	the Federal Government	-ر، مع'	a) Have Location	t you been so en	ployed within the
	rer before applied for emp				tigations <u>.00</u> a)	Date pone
b) where d	id you apply?name make of school	LOCATION	FROM	70	200992 #V#5J10 V	DESREES OR DIPLOMAS RECEIVED
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24. Mave you ever leg	ally changed your	Udde spo	25. Date: 1	one ,) Place	one	b) court none
26. Where do you cons	ider your legal r	esidence?_ <u>F</u>	't Lauderd	ale	Broma	ni	Florida State
27. EMPLOYMENT: (LIS	t chronologically F EMPLOYER F	ALL employ	ments, inclu ANNUAL SALARY	ding sum	mer and p ITION AND 2 CF WCFA	are	
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78. MILITARY RECORD:	·				• !		<u>. </u>
a) Have you ever se	rved in the Armed	Forces of	the United S	tates!_p	0 - b) Br	anchence	,
c) Dates of Service	none		d) Type o	f Dischar	ge none	
e) Serial Number	none		f) Basis fo	r Discha	rge _nor	A	
g) Are you register	ed for Selective.	Servicer_n	a h) Loca	F Board	Nonor	a_ i) city_no	we
j) Do you claim Vet	eran's Preference	?_ <u>o</u> k)	Basis for c	ļaim	nor	·a	
9. Have you ever serve	d in the Armed Fo	rces of a f	oreign count	ry?mo_	_ a) Date	s_none	
b) Country none	c) Branch_	none	d) cire	cumstance	s Rone		
O. Have you ever visite	ed or resided in	any foreign	country (ex	ept for	travel i	n the armed for	es of the U.S.)7.n
a) Date passport is:	sued none h) Place iss	ued_Bons				
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t. List any close relat		n-laws, now	residing ou	tside th	e United	States (except	
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Write "TES" or "NO" is the appropriate column. If the ensures to any of the following questions are "TES" you MUST give full details, using additional sheets if necessary, and numbering assures		
to correspond with questions.		1
ave you had any serious illnesses or operations in the past 5 years?		_ _nc
If so, describe and give dates		
Were you hospitalized?		مما
Dates: Hospital Location		
How many days' work have you lost in the past 5 years due to illness;		1
Do you have any service disability?		مما
Percentage: f) Wature of disability?		T
> you have any sources of income other than your salary?		مغا
•	1	1-50
What are they?		
is your credit record ever been considered unsatisfactory, or have you ever been refused credity		no
If so, give dates, places, names of creditors and circumstances	-	
e you now indebted to anyone?		_no
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ve you ever been arrested (include traffic violations, but not parking tickets)?	ves	
DATE PLACE CHARGE DISPOSITION DETAILS		
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dive three personal references (not relatives, former employers, fellow employers or school teachers) who are responsible adults of reputable standing in their communities, such as householders, property owners, tusiness or professional med or women including your family physician if you have one, who have known you will during the past 5 years.

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	F. Kestn			E. let et		CLI	y F. Lauderdale, Fla.		2 years
45. List th		any of your			now emplo	•	y the Sederal Government		
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(c) 1948									
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		A		F		
48-	Are you single, married, aido	wed, separated or divorced?	ingle			
	a) If divorced, give date of a	divorce none Place none	2	Court_	none	
49.	Maiden name of wife or husband	d's full name: _none				
• •	a) Occupation none	Employer's name and address:_	none			
	b) wife's or husband's present	address_none				
,.	c) Birtiplace: none	d) Date of Birth none		e) is he	or she a U.S.	citizentnone
		g) Place_nona				
50.		ng				
	•					
NOT	E: If you have been married mor even though a relative is de death. Include step-brother guardians, or others who hav concerning them as well as y	te than once, give the above info ceased, give all information red is and sisters, and if you or you is raised you instead of your par our real parents:			former husban st residence a step-parents, rmation should	
	FULL NAME	ADDPESS	AGE	PLACE OF BIRTH	OCCUPATION	DATE & PLACE OF
51.	FATHER JOSEPH Piccolo	7626 W W 0041 -4	1.0		driving	Pittsfield
	1	1636 N.E. 20th streat	148	Naples, Italy	instructo	r Mans.
52.	MOTHER Trena Anna Piccolo BRUTHERS AND SISTEMS	1636 N.E. 20th Street	144	Yonkars N.Y.	houserd fo	none
. A)			111	Pittsfield Mass.	student	pone
	Trancis Donato	BAM9	-	Pittsfield>	A CALCERT C.	1.
D)	Lonis Brisn	. Sama	9	Mass.	student.	none
c)						1
	WIVES OR HUSBANDS OF ENOTHERS	R SISTERS	1-	,		
7)	none	none		none	none	none
٥)						F
_21			+			
()) Fainer-In-Law		-			
J. y		none		none	none	none
.60	WAJ-#1-W3HTCM					
7. 1	BROTHERS AND SISTERS OF IGUR HU	SHAND OH WIFE	-	none	pone	none
a)		none		none	nona	none
b)			1			
c)						
			1-1			
d)			\vdash			
8. 0 4)	ITHERS (indicate relation - see	note above)		none	Bona	nome
0)						

.

17.

		which you are a momber		•
a) Jeneign-Chvitan-Cl	<u>ub</u>		Location	Ft Lauderdale
2)			Location	
c)			Location	
d)			Location	
O. Foreign languages	speak	understand	rend	write
a) none	none	none	none	none:
6)				·
c)				
indicate your proficiency i	n each phase of each	h language as "slight" "g	ood "fluent"	

	•	***************************************	. , .	
Attach photograph her securely with paste.	A C Caci	n an unmounted full	face photograph	of yourself,
Attach photograph her securely with paste, tape or staples	not le	n an unmounted full arger than 2 3/4 x 2	face photograph 1 inches - Princ	of yourself,
securely with paste,	not le plain must l	n an unmounted full arger than 2 3/4 x 2 ly on the back of th nave been taken not	face photograph inches. Print e photograph. T	of yourself, t your name The photograph
securely with paste, tape or staples	not le plainl must le date o	n an unmounted full arger than 2 3/4 x 2 ly on the back of th nave been taken not of this application.	face photograph inches. Print e photograph. T more than 3 mont	of yourself, t your name the photograph ths prior to the
securely with paste, tape or staples	not le plain must le date c	n an unmounted full arger than 2 3/4 x 2 ly on the back of th nave been taken not	face photograph inches. Print e photograph. T more than 3 mont	of yourself, t your name the photograph ths prior to the WED ANY AP-
securely with paste, tape or staples	not le plain must le date c	n an unmounted full arger than 2 3/4 x 2 ly on the back of th nave been taken not of this application. COINTIVE CONSIDERATI	face photograph inches. Print e photograph. T more than 3 mont	of yourself, t your name the photograph ths prior to the WED ANY AP-

I understand that all appointments are probationary for a period of one year, during which time the employee must demonstrate his fitness for continued employment by the Federal Bureau of Investigation. I also understand that any appointment tendered me will be contingent upon the results of a complete character and fitness investigation, and I am aware that willfully withholding information or making false statements on this application will be the basis for dismissal from the service. I agree to these conditions, and I hereby certify that all statements made by me on this application are true and complete, to the best of my knowledge.

Respectfully,

(Signifure of the applicant as usually written)

Question #40.

Jan. 10, 1953, Ft Landerdale, Fla, Traffic court, Joseph Piccolo-City of Ft Landerdale, Fla. Traffic violation, Fined \$ 10.00.

Bid into